

## DOCUMENT RESUME

ED 114 948

EA 007 689

TITLE Salaries and Fringe Benefits, Professional Personnel, 1973-1974, and Addenda. A Study of the Salary and Fringe Benefits for Selected Professional Personnel in Western New York.

INSTITUTION Western New York Regional Office for Educational Planning, Cheektowaga.

SPONS AGENCY Erie County Board of Cooperative Educational Services 1, Cheektowaga, N.Y.

PUB DATE 74

NOTE 97p.

EDRS PRICE MF-\$0.76 HC-\$4.43 Plus Postage

DESCRIPTOPS \*Administrative Personnel; Contracts; Contract Salaries; Elementary Secondary Education; \*Fringe Benefits; Health Insurance; Principals; \*Professional Personnel; Sabbatical Leaves; \*Salaries; Salary Differentials; \*Teachers.  
\*New York

## IDENTIFIERS

ABSTRACT To make this study more responsive to the needs of the negotiations process, many changes have been made since 1955 when the first salary study was conducted. These changes are the direct outcome of the many suggestions received from area educators. This year's study, for instance, has eliminated data on salaries of board of education personnel. It was found that these were not used in negotiations since they do not lend themselves to meaningful comparisons. A late request was made that board of cooperative educational services (BOCES) salaries be included in this study. This has been done, even though the questionnaire was not designed to include BOCES personnel. (Author)

\*\*\*\*\*  
\* Documents acquired by ERIC include many informal unpublished \*  
\* materials not available from other sources. ERIC makes every effort \*  
\* to obtain the best copy available. Nevertheless, items of marginal \*  
\* reproducibility are often encountered and this affects the quality \*  
\* of the microfiche and hardcopy reproductions ERIC makes available \*  
\* via the ERIC Document Reproduction Service (EDRS). EDRS is not \*  
\* responsible for the quality of the original document. Reproductions \*  
\* supplied by EDRS are the best that can be made from the original. \*  
\*\*\*\*\*

ED114948

SALARIES AND FRINGE BENEFITS  
PROFESSIONAL PERSONNEL

1973 - 1974

A Study of the Salary and Fringe Benefits  
for Selected Professional Personnel in Western New York

U S DEPARTMENT OF HEALTH,  
EDUCATION & WELFARE  
NATIONAL INSTITUTE OF  
EDUCATION

THIS DOCUMENT HAS BEEN REPRO-  
DUCED EXACTLY AS RECEIVED FROM  
THE PERSON OR ORGANIZATION ORIGIN-  
ATING IT. POINTS OF VIEW OR OPINIONS  
STATED DO NOT NECESSARILY REPRE-  
SENT OFFICIAL NATIONAL INSTITUTE OF  
EDUCATION POSITION OR POLICY

EA 1007 689

The Western New York Regional Office for Educational Planning  
Board of Cooperative Educational Services  
First Supervisory District, Erie County  
455 Cayuga Road  
Cheektowaga, New York 14225

The work presented or reported herein was performed pursuant to a contract with the Board of Cooperative Educational Services, First Supervisory District of Erie County. However, the opinions expressed herein do not necessarily reflect the position or policy of the Board; no official endorsement by the Board should be inferred.

#### ACKNOWLEDGEMENT

The staff of the Western New York Regional Office for Educational Planning is grateful for the comments and suggestions of John Bauer, C. Leon Smith, Fred Vollmer, and the many other area educators who aided in the preparation of this study. A special note of thanks is extended to the school business administrators of Western New York who provided the information which made the report possible.

The assistance of Dr. Cornelius J. Foley is much appreciated, and a sincere thank you is in order to Marti Ernst and Gloria Santo for the preparation of the copy of this report.

## PREFACE

One of the first requirements of the negotiations process is the need for comprehensive and accurate comparative information. This study is designed to help fill that need.

In order to make the Professional Salary and Fringe Benefit Study more responsive to the needs of the negotiations process, many changes have been made since 1955 when the first salary study was conducted. These changes are the direct outcome of the many suggestions we have received from area educators.

This year's study, for instance, has eliminated data on salaries of Board of Education personnel (Clerk, Treasurer, Auditor, etc.). It was found that these were not used in negotiations since they do not lend themselves to meaningful comparisons between districts on those salary positions. A need was also expressed to make the salary questionnaire brief in the interest of those who fill out these forms. A late request was also made that BOCES salaries be included in this study. This has been done; however, it might help to point out that the questionnaire was designed for local school districts. It was cumbersome to include BOCES salaries within this format. With next year's study, provisions will be made to report BOCES more adequately.

The value of this study stems from the wide participation of school districts. Every effort was made to include as many school districts as possible in the study. This year, several districts had not yet settled their salaries prior to our usual closing dates. The addenda reflects an effort to include as many districts as possible and yet get the study to you in January.

We welcome your comments and suggestions for further improvements in these studies.

Marilyn A. H. Rott  
Finance and Legislation Specialist

Marlene M. Cook  
Research Assistant

Rev. Anthony L. Almeida, S. J.  
Research Assistant

## DEFINITIONS

1. **Administrative Personnel** - Includes the chief school officer, associate/assistant superintendents, coordinators, directors or supervisors (system-wide responsibility), administrative assistants or interns, principals, assistant principals, and any others included in the administrators bargaining unit.
2. **Instructional Personnel** - Includes all classroom teachers, department heads (responsibility in school), nurse-teachers, guidance counselors, dental hygienists, remedial teachers and any others included in the instructional bargaining unit.
3. **F.T.** - Full time, 30 or more hours per week; 10 or more months per year.
4. **P.T.** - Part time, less than 30 hours per week.
5. **T.S.** - Teacher's salary.

TABLE OF CONTENTS

	Page
Acknowledgement . . . . .	11
Preface . . . . .	111
Definitions . . . . .	iv
<b>SECTION A: Table 1: Data on Students, Administrative and Instructional Personnel . . . . .</b>	<b>2</b>
<b>SECTION B: SALARIES OF PROFESSIONAL PERSONNEL</b>	
Table 2: Salaries of Central Administration Personnel . . . . .	6
(A-110) Assistant or Deputy Chief School Administrator [Figure 1] . . . . .	6
(A-110) Administrative Assistant [Figure 2] . . . . .	7
(A-110) Administrative Intern . . . . .	8
(A-120) Assistant (Deputy) Superintendent (Principal) for Instruction . . . . .	8
(A-120) Director of Pupil Personnel Services . . . . .	8
(A-120) Curriculum Development and Supervision . . . . .	9
(A-130) Assistant Superintendent (Principal) for Business (Certified) . . . . .	9
(A-130) Business Manager (Civil Service) . . . . .	10
(A-140) Director of Educational Research . . . . .	11
(A-150) Director of Personnel . . . . .	11
(A-160) School-Community Relations Officer . . . . .	12
BDCES Division Directors . . . . .	12
Table 3: Salaries of Instructional Personnel, Regular Day School . . . . .	13
(A-211) Senior High School Principal . . . . .	13
(A-211) Junior-Senior High School Principal . . . . .	14
(A-211) Junior High School Principal . . . . .	14
(A-211) Middle School Principal . . . . .	15
(A-211) Elementary School Principal . . . . .	15
(A-211) Assistant Senior High School Principal . . . . .	17
(A-211) Assistant Junior-Senior High School Principal . . . . .	17
(A-211) Assistant Junior High School Principal . . . . .	18
(A-211) Assistant Middle School Principal . . . . .	18
(A-211) Assistant Elementary School Principal . . . . .	18
(A-212) Supervisor of Elementary Education (Curriculum) . . . . .	19
(A-212) Supervisor of Secondary Education (Curriculum) . . . . .	20
(A-212) Supervisor of Music . . . . .	20
(A-212) Supervisor of Physical Education . . . . .	20
(A-212) Other Supervisors . . . . .	21
(A-211) Department Head - Art . . . . .	22
(A-211) Department Head - English . . . . .	22
(A-211) Department Head - Foreign Language . . . . .	23
(A-211) Department Head - Math . . . . .	24
(A-211) Department Head - Music . . . . .	25
(A-211) Department Head - Physical Education . . . . .	26
(A-211) Department Head - Social Studies . . . . .	27
(A-211) Department Head - Industrial Arts . . . . .	27
(A-211) Department Head - Science . . . . .	28
(A-211) Department Head - Business Education . . . . .	29
(A-211) Department Head - Home Economics . . . . .	30
(A-211) Department Head - Reading . . . . .	30
(A-211) Department Head - Others . . . . .	30
(A-291) Director of Guidance . . . . .	32
(A-291) Guidance Counselor . . . . .	33
(A-292) Psychologist . . . . .	34
(A-293) Attendance Supervisor (Officer) . . . . .	35
(A-294) Physician . . . . .	36
(A-294) Nurse - Teacher . . . . .	37
(A-294) Nurse . . . . .	39
(A-294) Dental Hygienist . . . . .	39
(A-294) Aides (Classroom-Professional Certified Only) . . . . .	40
(A-295) Social Worker . . . . .	41
(A-295) Other . . . . .	41
(A-220) Classroom Teachers . . . . .	42

TABLE OF CONTENTS

	Page
Table 4: Salaries of Instructional Personnel, Special School . . . . .	48
(A-311) Director of Adult Education . . . . .	48
(A-311) Director (Principal) of Summer School . . . . .	49
(A-320) Adult Education Teacher . . . . .	49
(A-320) Summer School Teacher . . . . .	51
(A-320) Substitute Teacher . . . . .	52
Table 5: Analysis of Teachers' Salaries by Steps . . . . .	55
Table 6: A: Remuneration for Selected Extra Curricular Activities B: Remuneration for Supervision of Selected Interscholastic Athletic Activities . . . . .	57
Table 7: Analysis of Federally Funded Positions . . . . .	58
<b>SECTION C: FRINGE BENEFITS FOR ADMINISTRATIVE PERSONNEL</b>	
Table 8: Sick, Personal and Condolence Leave . . . . .	62
Table 9: Sabbatical Leave and Recognition of Graduate Hours . . . . .	64
Table 10: Health, Life and Other Insurance . . . . .	65
<b>SECTION D: FRINGE BENEFITS FOR INSTRUCTIONAL PERSONNEL</b>	
Table 11: Sick, Personal and Condolence Leave . . . . .	68
Table 12: Sabbatical Leave and Recognition of Graduate Hours . . . . .	70
Table 13: Health, Life and Other Insurance . . . . .	72
<b>APPENDIX</b> . . . . .	
Allegany County - Belmont . . . . .	74
Cattaraugus County - Cattaraugus . . . . .	74

SECTION A

	Page
Table 1: Data on Students, Administrative and Instructional Personnel . . . . .	2

TABLE 1. DATA ON STUDENTS, ADMINISTRATIVE AND INSTRUCTIONAL PERSONNEL

DISTRICT	STUDENTS			TEACHING PERSONNEL (A-220)			Administrative and Supervisory Personnel (A-110,120,130,140,150,160,211,212)			Pupil Personnel Services (A-291,292,293,294)		
	(1/2 day)	(full day)	1-6	7-12	K - 12	(1/2 day)	K-6	7-12	K - 12	F.T.	P.T.	F.T.
<b>ALLEGANY COUNTY</b>												
Andover	31	294	266	581		15	19	34	1*			
Angelica	21	194	229	444		11.7	14.8	26.5	1*	1		
Belfast	40	232	230	502		12	16	28		1		3
Bolivar	51	360	415	825		19	27	46	3			
Fillmore	69	512	485	1066		27	24	51	2			1
Bethelburg	31	209	271	480		13	19	32	1	2		1
Rushford	40	260	225	525		15	14	29	1	1		2
Wellsville	164	1016	1175	2355	4	51	59	114	5			7
<b>CATTARAUGUS COUNTY</b>												
Allegany	117	687	756	1560		38	44	82	3.6			
Ellicottville	66	387	409	862		20	27	47	4			
Pioneer	258	1704	1640	3602		109	89	198	7			10
Portville									4			3
Randolph	102	689	648	1439		36	38	74	3			2
Salamanca	144	946	1093	2210		56	60	116	8	2		
West Valley	27	254	243	524	Other: 27	13	21	34	1*			2
<b>CHAUTAUQUA COUNTY</b>												
Bemus Point	70	559	734	1363	2	26	47	75	4			5
Brownston	59	498	525	1082		30	28	58	4*			2
Cassadaga Valley	125	836	836	1797		45	47	92	7			6
Chautauqua	42	276	283	601	1	14	22	37	2.16			
Clymer	61	423	310	794		25	25	50	2*			
Dunkirk	210	1372	1718	3301	4.5	67.5	86	158	11			8
Falconer	157	884	1050	2091	4	53	62	119	5	4		6
Forestville		568	458	1026		28	29	57	2			2
Fredonia	175	1225	1350	2750	3.5	54.4	72.1	130	7*			7.5
Frewsburg	83	595	646	1324		36	34	70	4*			3
Jamestown	556	3622	3651	7829	2	703	227	432	24	3		21
Mayville	44	354	423	821		24	24	48	3			2
Panama	65	519	497	1081		25.5	24	49.5	3			1
Pine Valley	77	583	550	1210		29	34	63	3	1		4
Sherman	48	700	332	680	1	16	23	39	3			1
Silver Creek	110	740	850	1700	3	40	45	88	3			4
Southwestern	140	114*	1267	2574	4	60	88	150	8			3
Westfield	69	631	644	1344		36	41	77	3*			5
<b>ERIE COUNTY</b>												
Akron	150	965	980	2095	3	41	51	95	6			7
Alden	200	1489	1498	2987	4	63	81	144	7			8
Amherst #18	166	1144		1310	4	61		65	4*			1
Amherst Central		JH: 1257		2749			181	181	6			6
Buffalo	4169	27822	28357	60348	79	1858	1244	3181	238			132
Cheektowaga	221	1624	1911	3756	5	84	96	185	9	1		6
Clarence	235	1940	2322	4497		122	112.6	234	15			13
Cleveland Hill	126	918	1367	2411	4	49	84	137	7*	3		4
East Aurora	220	1452	1733	3408	5	74.6	89.5	169.1	11	2		10
Eden	165	1265	1350	2780	4.5	61.4	75.5	141.4	7			8
Frontier	586	3253	3364	7203	3	174	161	335	15	1		18
Gowanda	159	1063	1131	2153	3	59	64	123	6			7

\*Includes Chief School Officer.

TABLE 1: DATA ON STUDENTS, ADMINISTRATIVE AND INSTRUCTIONAL PERSONNEL (continued)

DISTRICT	STUDENTS				TEACHING PERSONNEL (A-220)				Administrative and Supervisory Personnel (A-110,120,130, 140,150,160, 211,212)				Pupil Personnel Services (A-291,292, 293,294)				
	K (1/2 day)	K (full day)	1-6	7-12	TOTAL K -- 12	K (1/2 day)	K-6	7-12	TOTAL K - 12	F.T.	P.T.	F.T.	P.T.	F.T.	P.T.	F.T.	P.T.
Grand Island	301		1972	2112	4385		99	129	228	15*				10			
Griffith Institute	245		1500	1675	3420	6	84.7	84.6	175.3	9	1	12		3			
Hamburg	384		2596	3000	5980		149	162	311	19	1	36					
Hopevale			70	70			8	8	1	1				1			
Iroquois		250	1709	2057	4016		95	114	209	11	2	6		1			
Kenmore	1130		7767	10315	19222	24.5	412.3	501.3	938.1	36	1	50		4			
			(Incl. 10 P.G.)														
Lake Shore	300		2000	2100	4400	8	99	120	227	7		12		2			
Lancaster	442		2998	3495	6935	10	151	172	333	19	2	27					
Maryvale	462		3053	3571	7086	9	141	175	325	16		17		3			
North Collins	100		646	664	1410	3	35	37	75	4		9		1			
Sloan	110	21	1042	1722	2895	2	50	78	130	6		9		2			
Sweet Home	477		3369	3646	7492	2	190	209	401	19*		22		1			
Tonawanda	272		1975	2670	4917	7	112	128	247	19		16					
West Seneca	1166		7146	6964	15276		356	387	743	36		40					
Orchard Park	374		2507	2853	5734	1	143	153	296	18		16					
NIAGARA COUNTY																	
Barker		100	730	675	1505		39	37	76	3*		4		1			
Lewiston-Porter	250		2030	2315	4395	5	98	123	226	15		7					
Lockport	462		3088	3062	6612	1	171	174	346	21*		15		6			
Newfane	187		1325	1247	2759	4.5	65	69	138.5	9*		5					
Niagara Falls	1035		6977	8245	16257		552	446	998	58		31					
Niagara-Wheatfield	277	31	2317	2555	5180	7	132	154	293	14	1	16		1			
North Tonawanda	557		3686	4434	8677	12	171	247	430	22		29					
Royalton-Hartland		198	1184	1218	2600		66	62	128	7		3					
Starpoint	206		1416	1383	3005	4	69	77	150	7		8					
Wilson	127		1011	1004	2143	3	59	60	122	6		7					
ORLEANS COUNTY																	
Medina	220		1526	1364	3110	10	77	88	165	8*		7		2			
Allegany BOCES			Occ. Center: 577							64	4		13				
			Adult Education: 725														
			Special Education: 184														
Cattaraugus BOCES			Occ. Ed. (1/2 day): 1050							82	7		11		2		
			Special Ed. (full day): 242														
Chautauqua BOCES			Occ. Ed. (1/2 day): 1100							82	7		8				
			Special Education: 450														
Erie #1 BOCES			Occ. Ed. 3421							384	24		5				
			Special Education 2500														
Erie #2 BOCES			Special Education: 57							87			1				
			Vocational Education: 30														
Niagara-Orleans BOCES			Special Education: 797							54							
			Vocational Education: 1506								47						
			Itinerant: 6							6							
			10														

\*Includes Chief School Officer.

## SECTION B

### SALARIES OF PROFESSIONAL PERSONNEL

	Page
Table 2: Salaries of Central Administration Personnel . . . . .	6
Table 3: Salaries of Instructional Personnel, Regular Day School . . . . .	13
Table 4: Salaries of Instructional Personnel, Special Schools . . . . .	48
Table 5: Analysis of Teachers' Salaries by Steps . . . . .	55
Table 6: A: Remuneration for Selected Extra Curricular Activities . . . . .	57
B: Remuneration for Supervision of Selected Interscholastic Athletic Activities . . . . .	57
Table 7: Analysis of Federally Funded Positions . . . . .	58

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL

(A-110) ASSISTANT OR DEPUTY CHIEF SCHOOL OFFICER

Figure 1: Actual Salaries of Assistant (Deputy) Chief School Officers in W. N. Y. 1973-74

N= 10, MEDIAN = 27,425

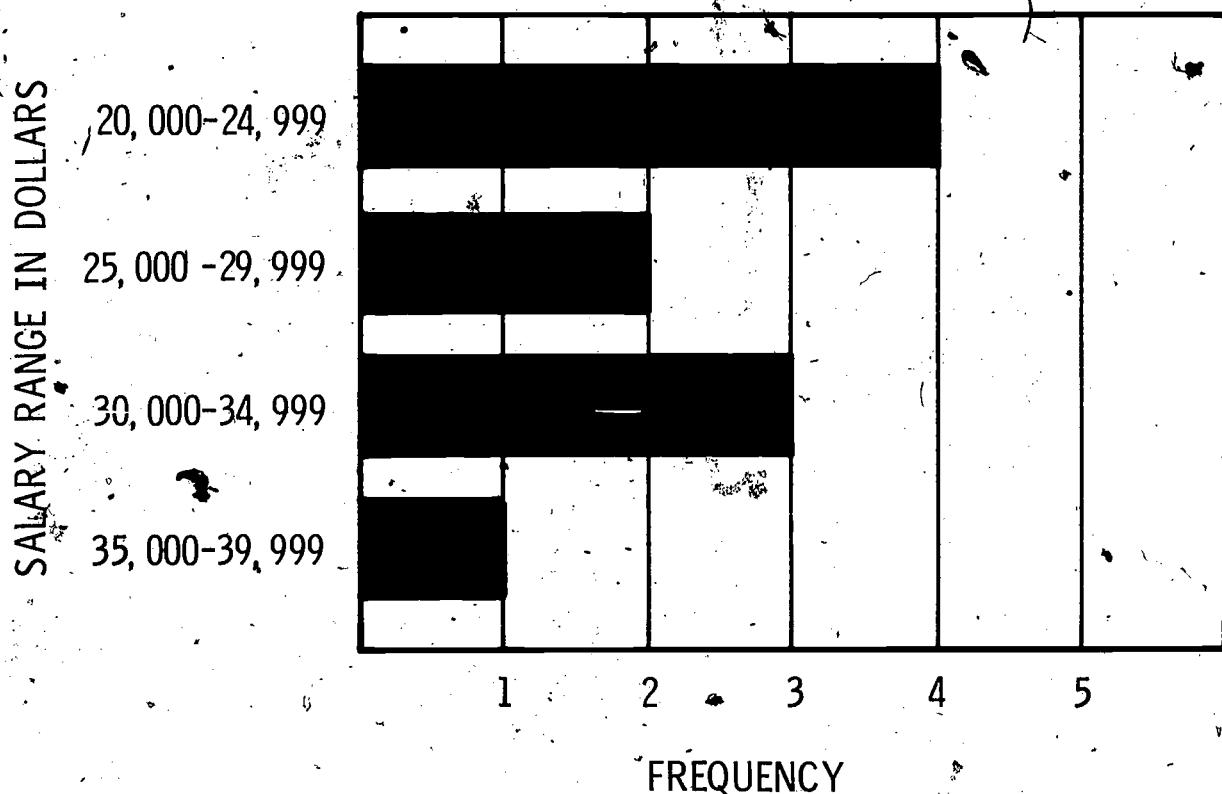


TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued)  
(A-110) ADMINISTRATIVE ASSISTANT

Figure 2: Actual Salaries of Administrative  
Assistants in W. N. Y. 1973-74

N = 14, MEDIAN = 21,070

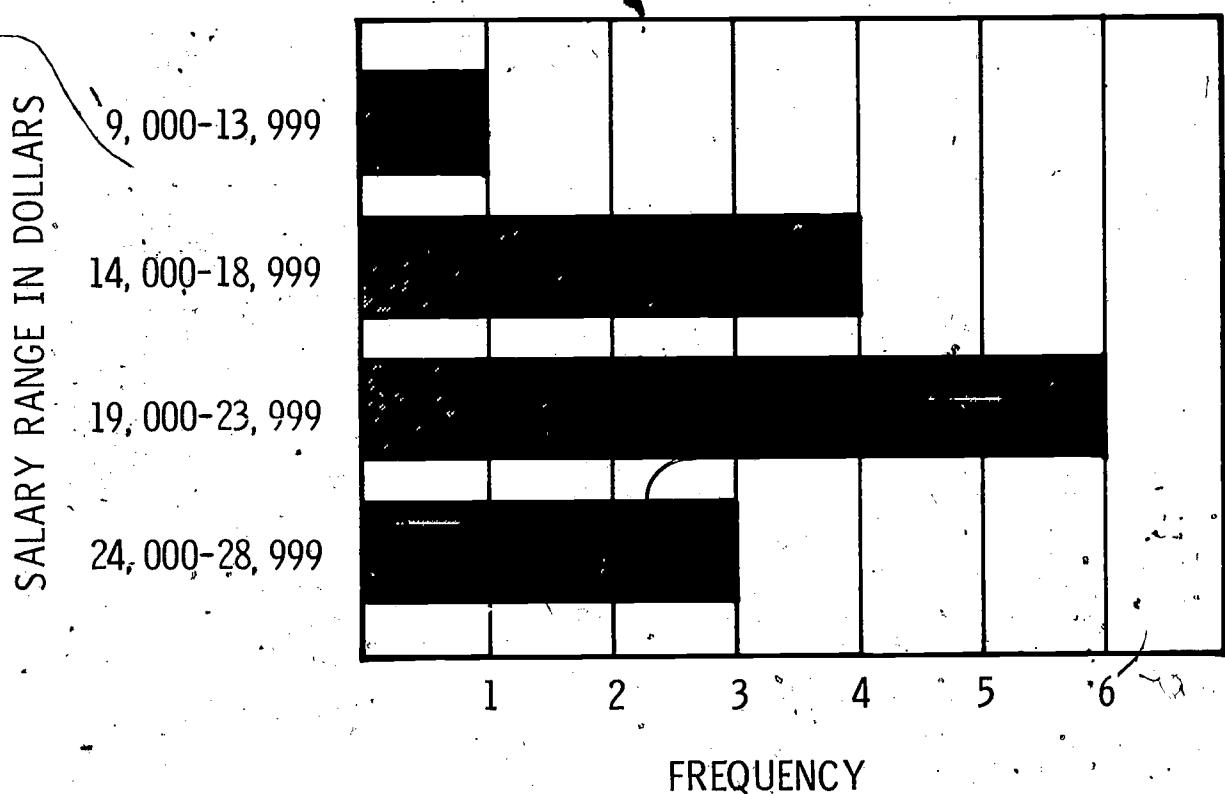


TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-110) ADMINISTRATIVE INTERN						
CHAUTAUQUA COUNTY						
Dunkirk	1		\$124,204	Yes	Asst. Clerk	12 mos.; Ed. Aide
(A-120) ASSISTANT (DEPUTY) SUPERINTENDENT (PRINCIPAL) FOR INSTRUCTION						
CHAUTAUQUA COUNTY						
Jamestown	1		25,500	No		Asst. Supt. for Inst.
ERIE COUNTY						
Buffalo	7	\$25,488	28,882	Yes {6} No {1}		Asst. Supt.-Curr. Dev. Asst. Supt.-Sec. Inst. Asst. Supt. for Inst.
East Aurora	1		28,250	No		
Frontier	1		29,128	Yes		
Hamburg	1		26,400	No		
Kenmore	1		27,400	No		
Lancaster	1		27,725	No		
Maryvale	1		26,515	No		
Orchard Park	1		23,000	No		
NIAGARA COUNTY						
Lewiston-Porter	1		23,850	No		
Lockport	1		26,000	No		
Niagara Falls	2	26,412	27,451	No		
Niagara-Wheatfield	1		25,517	Yes		Director of Instruction
North Tonawanda	1		22,800	No		
Allegany BOCES	1		17,935	No		
Cattaraugus BOCES	1		23,000	No		
Erie #1 BOCES	1		28,500	No		
Erie #2 BOCES			26,800	No	Board Clerk	
(A-120) DIRECTOR OF PUPIL PERSONNEL SERVICES						
CATTARAUGUS COUNTY						
Salamanca	1		18,283	Yes	Guid. Coun.	
CHAUTAUQUA COUNTY						
Dunkirk	1		17,299	Yes		
Southwestern	1		19,320	Yes		11 months
ERIE COUNTY						
Buffalo	2	21,813	23,202	Yes		
Clarence	1		25,500	No	Dir.-Non-Tchg. & Spec. Services	
Frontier	1		23,884	Yes	Dir. of HPER	

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued).

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-120) DIRECTOR OF PUPIL PERSONNEL SERVICES (continued)						
Griffith Institute	0.25			No	Dir. of Guid.	11 months
Hamburg	1		\$19,620	No		
Kenmore	1		25,300	No		
Lancaster	1		25,425	No		
Tonawanda	1		21,284	Yes		
West Seneca	1		24,634			
NIAGARA COUNTY						
Lockport	1		20,144	No		
Niagara Falls	1		25,622	No		
North Tonawanda	1		25,653	No		
Cattaraugus BOCES	3	\$15,000	19,000	No		Div.: Comm., Spec. & Occ. Ed.
(A-120) CURRICULUM DEVELOPMENT AND SUPERVISION						
ALLEGANY COUNTY						
Rushford	0.10		1,085	Yes	6th Gr. Teacher	
CATTARAUGUS COUNTY						
Salamanca	1		22,453	Yes	Fed. Aid Coord., 11 months Negot. Asst.	
CHAUTAUQUA COUNTY						
Fredonia	1		24,350	No		
ERIE COUNTY						
Buffalo	3	20,729	24,588	Yes		
Frontier	1		25,785	Yes		
Lancaster	2	9,413	21,725	No		
Sweet Home	1		25,500	No		
NIAGARA COUNTY						
Lewiston-Porter	3	17,697	19,345	No		Positions: Asst. Prin.'s for Inst. in H.S. and Jr. H.S., and District Curriculum Coord.
(A-130) ASSISTANT SUPERINTENDENT (PRINCIPAL) FOR BUSINESS (CERTIFIED)						
CATTARAUGUS COUNTY						
Pioneer	1		23,895	No		
CHAUTAUQUA COUNTY						
Fredonia	1		19,450	No		
Jamesville	1		21,825	No		
Pine Valley	1		13,800	Yes	Dist. Clerk	
Southwestern	1		17,955	No		Adm. Asst.-Certified School Bus. Adm.-exempt from neg. tchr. contract

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District
(A-130) ASSISTANT SUPERINTENDENT (PRINCIPAL) FOR BUSINESS (CERTIFIED) (continued)					
<b>ERIE COUNTY</b>					
Buffalo	1		\$28,377	Yes	
	1		21,530	Yes	
East Aurora	1		23,500	No	
Frontier	1		26,843	Yes	
Grand Island	1		25,800	No	Dist. Clerk
Hamburg	1		26,400	No	
Iroquois	1				
Kenmore	1		27,900	No	Dist. Clerk
Lancaster	1		25,825	No	Board Clerk
Maryvale	1		27,500	No	
Orchard Park	1		23,000	No	
Tonawanda	1		26,533	No	
West Seneca	1		27,941		Business-Certified
<b>NIAGARA COUNTY</b>					
Lockport	1		20,400	No	Dist. Clerk
Niagara Falls	1		25,912	No	Dist. Clerk
North Tonawanda	1		29,350	No	
Royalton-Hartland	1		17,125	No	Dist. Clerk
<b>ORLEANS COUNTY</b>					
Medina	1		19,500	No	
Allegany BOCES	1		13,188	No	Dist. Clerk
Erie #2 BOCES	1		24,000	No	
(A-130) BUSINESS MANAGER (CIVIL SERVICE)					
<b>ALLEGANY COUNTY</b>					
Fillmore	1		13,125	No	Treasurer
Rushford	1		8,500	No	Dist. Clerk
Wellsville	1		11,250	No	Board Clerk
<b>CATTARAUGUS COUNTY</b>					
Allegany	1		13,850	No	Board Clerk
Ellicottville	1		11,700		Treasurer
Portville	1		12,650	No	
Salamanca	1		18,990	No	Treas., Tax Coll., Student Act. Auditor, Transp. Super.
West Valley			11,400	No	Dist. Treas.
<b>CHAUTAUQUA COUNTY</b>					
Bemus Point	1		17,600	No	Not certified
Brocton	1		14,000	No	Clerk
Chautauqua	1		9,400	No	Board Clerk
Frewsburg	1		12,150	No	
Mayville	1		9,000	No	12 months
Panama	1		9,890		Dist. Clerk
Sherman	1		9,950	No	Board Clerk
Silver Creek	1		10,445	No	\$500 for Clerk
Westfield	1		11,544	No	Dist. Clerk

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued)

-11-

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Position Held in District	REMARKS
(A-130) BUSINESS MANAGER (CIVIL SERVICE) (continued)						
<b>ERIE COUNTY</b>						
Amherst Central	1		\$20,000	No		
Cheektowaga	1		18,000	No		
Clarence	1		20,840	No	Dist. Clerk	Adm. Asst. for Budget and Finance
Cleveland Hill	1		17,505	No		
Eden	1		20,433	No	Clerk	
Gowanda	1		19,659	Yes	Dist. Clerk	
Griffith Institute	1		17,638	No		12 months
Lake Shore	1		15,000	No		
North Collins	1		17,000	No	Dist. Treas.	
Sloan	1		14,500	No	Dist. Clerk	
<b>NIAGARA COUNTY</b>						
Lewiston-Porter	1		17,755	No		
Newfane	1		14,746	No	Dist. Clerk	Incl. \$500-Dist. Clerk
Niagara-Wheatfield	1		14,800	No	Purch. Agent	
Starpoint	1		17,000	No	Dist. Clerk	
Wilson	1		17,511	Yes	Dist. Clerk	Add'l. \$1500-Dist. Clerk
Cattaraugus BOCES	1		11,000	No		
Chautauqua BOCES	1		10,500	No		
(A-140) DIRECTOR OF EDUCATIONAL RESEARCH						
<b>ERIE COUNTY</b>						
Buffalo	1		25,054	Yes		Asst. Supt.-Adm. Serv.
			19,954	Yes		Super.-Fin. & Research
<b>NIAGARA COUNTY</b>						
Lewiston-Porter	1		16,330	No	Adm. Asst. to Supt.	Other Resp.-School Community Relations
Orleans-Niagara BOCES	1		18,000	No	Spec. Ed. Dir.	
(A-150) DIRECTOR OF PERSONNEL						
<b>CHAUTAUQUA COUNTY</b>						
Jamesstown	1		13,000	No		
<b>ERIE COUNTY</b>						
Buffalo	1		28,448	No		Assoc. Supt.-Personnel
	3	\$19,981	22,768	Yes		Director of Personnel
	1		19,520	Yes		Super. of Personnel
Clarence	1		22,350	No		
Hamburg	1		19,963	No		
Iroquois	0.5		27,400	No		Not determined
Kenmore	1					Asst. Supt. status

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Position Held in District	REMARKS
(A-150) DIRECTOR OF PERSONNEL (continued)						
Lancaster	0.5		\$ 9,413	No		
Sweet Home	1		21,320	No	Internal Auditor	
West Seneca	1		26,609			
<b>NIAGARA COUNTY</b>						
Lewiston-Porter	1		20,405	No		Pupil Personnel
Niagara Falls	1		24,283	No	Chief Board Negotiator	
Erie #1 BOCES	1		20,200	No		
Orleans-Niagara BOCES	1		27,500	No		Dir. of Occ. Ed.
(A-160) SCHOOL COMMUNITY RELATIONS OFFICER						
<b>CHAUTAUQUA COUNTY</b>						
Jamestown	1		15,000	No		
<b>ERIE COUNTY</b>						
Buffalo	1		24,835	Yes		Dir. of School-Comm. Relations
	1		25,380	Yes		Dir. of Human Relations
	1		17,236	Yes		Dir. of Public Relations
Clarence			5,000	No		P.T. - \$5.62/hr.
Eden			700	No		P.T.
Frontier			4,088	No		P.T.
Hamburg			7,250	No		
Lancaster	0.5		10,863	No		
Orchard Park	1		8,682	No		
<b>NIAGARA COUNTY</b>						
Niagara Falls	1		20,158	No		
Erie #1 BOCES	1		11,610	No		
Orleans-Niagara BOCES	1		18,200	No		Dir. of Ed. Comm. Center
BOCES DIVISION DIRECTORS						
Cattaraugus BOCES	3	\$15,000	19,000	No		Divisions: Comm., Spec. and Occ. Education
Chautauqua BOCES	2	18,000	24,836	No		
Erie #1 BOCES	6	18,500	27,500	No		Division Directors
	4	16,500	21,575	No		Asst. Div. Dir. & Coord.
Erie #2 BOCES	2	18,400	21,850	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY	ACTUAL MAXIMUM SALARY	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
		To Be Paid	To Be Paid			
(A-211) SENIOR HIGH SCHOOL PRINCIPAL						
ALLEGANY COUNTY						
Wellsville	1		\$22,250	No		
CATTARAUGUS COUNTY						
Pioneer	1		22,049	No		
CHAUTAUQUA COUNTY						
Cassadaga Valley	1		19,761	No		
Dunkirk	1		21,558	Yes	Dir.-Sec. Ed.	11.5 months
Falconer	1		19,344	No		
Fredonia	1		21,300	No		
Frewsburg	1		19,450	No		
Jamestown	1		24,000			
Southwestern	1		21,500	No		Exempt from neg. tchr. contract
Westfield	1		20,937			Principal-E1. & Sec.
ERIE COUNTY						
Alden	1		23,696	No		
Amherst Central	1		28,397	No		
Buffalo	14	\$21,246	25,814	Yes		
Clarence	1		27,500	No		Ceiling: \$27,500
Cleveland Hill	1		25,100	No		
East Aurora	1		24,800	No		
Eden	1		25,050	No		
Frontier	1		23,330	Yes		
Gowanda	1		23,837	Yes		
Grand Island	1		28,200	No		
Griffith Institute	1		22,790	No		12 months
Hamburg	1		22,500	No		
Hopevale	1			Yes	Chief School Officer	
Iroquois	1					Not determined
Kenmore	2		27,242	No		5 step schedule, all at maximum
Lake Shore	1		23,872	No		
Lancaster	2	24,425	26,125	No		
Maryvale	2	24,800	27,500	No		1 is Vice Principal
Sloan	1		25,451	Yes		
Sweet Home	1		24,000	No		
Tonawanda	1		24,046	Yes		
West Seneca	2	26,100	26,535	No		
Orchard Park	1		28,650	No		
NIAGARA COUNTY						
Lewiston-Porter	1		22,117	No		
Lockport	1		21,000	No		
Newfane	1		21,527	No		
Niagara Falls	3	24,304	25,944	No		
Niagara-Wheatfield	1		23,265	Yes		
North Tonawanda	1		25,000	No		
Starpoint	1		20,000	No		
Wilson	1		23,127	No		
ORLEANS COUNTY						
Medina	1		22,000	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-211) SENIOR HIGH SCHOOL PRINCIPAL (continued)						
Allegany BOCES	1		\$20,034	No		
Cattaraugus BOCES	2	\$12,600	14,000	No		Vocational Principal
Chautauqua BOCES	2	19,000	19,300	No		
Erie #1 BOCES	4	16,500	21,400	No		Voc. & Occ. Principal
Erie #2 BOCES	2		19,750	No		Voc. H.S. Principal
Orleans-Niagara BOCES	2	17,750	17,800	No		Vocational Principals
(A-211) JUNIOR-SENIOR HIGH SCHOOL PRINCIPAL						
ALLEGANY COUNTY						
Bolivar	1		15,600	No	Guidance	
CATTARAUGUS COUNTY						
Allegany	1		20,377	No	Athl. Director	11 months
Ellicottville	1		15,000			
Portville	1		19,950	No		
Randolph	1		18,743	No		
Salamanca	1		21,810	Yes		
CHAUTAUQUA COUNTY						
Bemus Point	1		19,300	No		
Brocton	1		16,000	No		
Forestville	1		16,069	No		
Panama	1		22,386	No		
Pine Valley	1		23,205	Yes		
SILVER CREEK	2		22,000	No		11 months
ERIE COUNTY						
Akron	1		21,500	No		
Cheektowaga	1		24,000	No		
North Collins	1		24,000	No		
NIAGARA COUNTY						
Barker	1		19,300	No		
Royalton-Hartland	1		20,000	No		
(A-211) JUNIOR HIGH SCHOOL PRINCIPAL						
CATTARAUGUS COUNTY						
Pioneer	1		21,838	No		
CHAUTAUQUA COUNTY						
Dunkirk	1		18,426	Yes		
Fredonia	1		21,300	No		
Jamestown	3	15,000	22,000			
ERIE COUNTY						
Amherst Central	1		28,642	No		
Buffalo	4	21,246	24,946	Yes		
Clarence	1		26,500	No		
Frontier	1		20,959	Yes		
Hamburg	1		23,100	No		
Kenmore	3		26,076	No		
Lake Shore	1		22,161	No		
Maryvale	1		26,500	No		
Sweet Home	1		23,177	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-211) JUNIOR HIGH SCHOOL PRINCIPAL (continued)						
Sloan	1		\$20,104	Yes		
Tonawanda	1		22,746	Yes		
West Seneca	3	\$20,572	24,206			
Orchard Park	1		27,100	No		
NIAGARA COUNTY						
Lewiston-Porter	1		22,274	No		
Lockport	2	19,000	24,035	No		
Niagara Falls	4	19,658	21,697	No		
Niagara-Wheatfield	1		23,758	Yes		
North Tonawanda	2	22,800	22,938	No		
Wilson	1		21,500	No		
ORLEANS COUNTY						
Medina	1		23,100	No		
(A-211) MIDDLE SCHOOL PRINCIPAL						
CHAUTAUQUA COUNTY						
Cassadaga Valley	1		19,769	No		
Southwestern	1		19,100	No		Exempt from neg. tchr. contract
ERIE COUNTY						
Alden	1		21,331	No		
Buffalo	2	24,835	29,380			
Cleveland Hill	1		23,269	No		
East Aurora	1		22,000	No		
Eden	1		22,960	No		
Grand Island	1		26,700	No		
Griffith Institute	1		23,309	No		
Iroquois	1					12 months
Lancaster	1		23,425	No		Not determined
(A-211) ELEMENTARY SCHOOL PRINCIPAL						
ALLEGANY COUNTY						
Bolivar	1		11,500	No		
Fillmore	1		20,196	No		Assistant Principal
Wellsville	1		19,600	No		
CATARAUGUS COUNTY						
Allegany	1		16,938	No		
Ellicottville	1		18,375			
Pioneer	2	17,500	20,889	No		Supervisor
Portville	1		17,194	No		Title I Coordinator
Randolph	1		23,153	No		
Salamanca	3	14,942	18,870	Yes		
CHAUTAUQUA COUNTY						
Bemus Point	1		20,000	No		
Brocton	1		14,500	No		
Cassadaga Valley	2	17,961	19,769	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-211) ELEMENTARY SCHOOL PRINCIPAL (continued)						
Chautauqua	1		\$18,000	No		11 months
Clymer	1		16,960	No		
Dunkirk	3	\$16,564	17,636	Yes		
Falconer	1		20,985	No		Elementary Coordinator
	1		16,822	No		Elementary Principal
Forestville	1		16,769	No		
Fredonia	1		23,350	No		
Frewsburg	1		19,950	No		
Jamestown	8	15,000	22,000			
Mayville	1		17,000	No		12 mos.; K-8 Principal
Panama	1		16,000	No		
Pine Valley	1		18,649	Yes		
Silver Creek	1		16,500	No		11 months
Southwestern	2	18,480	18,900	No		Exempt from neg. teacher contract
<b>ERIE COUNTY</b>						
Akron	1		22,050	No		
Alden	2	21,008	24,549	No		
Amherst #18	2	22,740	24,952	No		12 months
Buffalo	68	18,738	23,930	Yes		
Cheektowaga	3	13,500	21,000	No		
Clarence	5	21,200	25,500	No		Ceiling: \$25,500
Cleveland Hill	1		17,000	No		
East Aurora	3	22,100	23,600	No		
Eden	2	22,760	22,856	No		Adm. Asst.
Frontier	5	18,200	26,040	Yes		
Gowanda	2	20,206	22,954	Yes		11 and 12 mo. positions
Grand Island	3		24,400	No		
Griffith Institute	2	19,610	23,585	No		12 months
Hamburg	5	17,000	21,772	No		
Iroquois	4					Not determined
Kenmore	14	20,910	24,910	No		
Lake Shore	3		18,420	No		
Lancaster	6	19,025	23,425	No		
Maryvale	4	22,000	25,400	No		
North Collins	1		21,800	No		
Sloan	2	20,647	23,266	Yes		
Sweet Home	6	17,500	24,766	No		
Tonawanda	6	19,121	21,121	Yes		
Orchard Park	4	20,000	25,200	No		
<b>NIAGARA COUNTY</b>						
Barker	1		17,000	No		
Lewiston-Porter	3	20,550	21,910	No		
Lockport	8	17,100	20,700	No		
Newfane	1		21,454	No		
Niagara Falls	16	19,493	25,262	No		
Niagara-Wheatfield	5	19,558	22,878	Yes		
North Tonawanda	9	18,000	23,043	No		
Royalton-Hartland	2		18,500	No		
Starpoint	1		20,743	Yes		
Wilson	2	17,500	17,900	No		
<b>ORLEANS COUNTY</b>						
Medina	2	18,000	19,350	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM	ACTUAL MAXIMUM	Tied to Teacher's Salary	Other Positions Held in District	REMARKS		
		SALARY To Be Paid	SALARY To Be Paid					
(A-211) ASSISTANT SENIOR HIGH SCHOOL PRINCIPAL								
<b>ALLEGANY COUNTY</b>								
Wellsville	1		\$19,400	No				
<b>CHAUTAUQUA COUNTY</b>								
Dunkirk	1		16,456	Yes				
Falconer	1		17,799	No				
Jamestown	2	\$14,000	18,000			Also Summer Sch. Prin.		
Southwestern	1		19,635	No		Exempt from neg. teacher contract		
<b>ERIE COUNTY</b>								
Akron	1		19,200	No				
Alden	1		19,272	No				
Amherst Central	1		24,688	No				
Buffalo	25	18,177	21,661	Yes		Ceiling: \$23,500		
Clarence	2	22,528	22,978					
Cleveland Hill	1		20,300	No				
East Aurora	2	18,400	20,850	No	House Program Directors			
Eden	1		20,499	No				
Frontier	1		18,285	Yes		Also Soc. Summer Sch. Principal		
Grand Island	2	22,700	23,200	No				
Griffith Institute	1		20,893	No				
Hamburg	1		18,500	No				
Hopevale	0.5		2,000		Teacher			
Iroquois	1					Not determined		
Kenmore	6	20,850	23,161	No				
Lake Shore	1		16,000	No				
Lancaster	2	18,625	19,125	No		Grades 9-12		
Maryvale	2		22,000	No				
Sloan	1		22,448	Yes				
Sweet Home	3	27,500	21,783	No				
Tonawanda	2	18,309	20,309	Yes				
West Seneca	10	19,075	24,754					
Orchard Park	1		20,850	No				
<b>NIAGARA COUNTY</b>								
Lewiston-Porter	1		17,739	No				
Lockport	2	16,700	17,550	No				
Newfane	1		16,463	No				
Niagara Falls	4	19,007	19,979	No				
Niagara-Wheatfield	2	21,604	21,823	Yes				
North Tonawanda	2	22,898	24,042	No				
Starpoint	2	14,997	17,616	Yes				
(A-211) ASSISTANT JUNIOR-SENIOR HIGH SCHOOL PRINCIPAL								
<b>ALLEGANY COUNTY</b>								
Angelica			385	No	Teacher			
Richburg	0.25		750		Teacher			
<b>CATTARAUGUS COUNTY</b>								
Pioneer	1		17,365	No	ESEA Project Coordinator			
Salamanca	2	631	666	No	Teachers			

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-211) ASSISTANT JUNIOR-SENIOR HIGH SCHOOL PRINCIPAL (continued)						
<b>ERIE COUNTY</b>						
Gowanda	1		\$16,700			11 months
West Seneca	5	\$19,545	22,149			
<b>NIAGARA COUNTY</b>						
Royalton-Hartland	1		17,700	No		
(A-211) ASSISTANT JUNIOR HIGH SCHOOL PRINCIPAL						
<b>CATTARAUGUS COUNTY</b>						
Pioneer	1		18,087	No		
<b>CHAUTAUQUA COUNTY</b>						
Jamestown	0.5			Yes	Teacher	T.S.+\$300; 3 people
<b>ERIE COUNTY</b>						
Amherst Central	1		24,245	No		
Buffalo	9	18,851	21,227	Yes		
Clarence	1		22,000	No		Ceiling: \$23,500
Frontier	1		21,908	Yes		
Hamburg	1		19,768	No		
Kenmore	6		22,54	No		5 step schedule
Orchard Park	1		28,600	No		
Lake Shore	1		15,235	No		
Sweet Home	1		21,396	No		
West Seneca	3	17,490	21,154			
<b>NIAGARA COUNTY</b>						
Lewiston-Porter	1		17,289	No		
Lockport	2	15,850	18,400	No		
Newfane	1		16,368	No		A-V Coordinator
Niagara Falls	4	18,093	18,829	No		
Niagara-Wheatfield	1		22,241	Yes		
North Tonawanda	2	18,811	22,540	No		
(A-211) ASSISTANT MIDDLE SCHOOL PRINCIPAL						
<b>ERIE COUNTY</b>						
Buffalo	4	17,572	21,661	Yes		
East Aurora		6,650	7,850	No	Teachers	House Program-Director; 2 P.T.
Grand Island	1		22,700	No		
Lancaster	1		17,700	No		
(A-211) ASSISTANT ELEMENTARY SCHOOL PRINCIPAL						
<b>ALLEGANY COUNTY</b>						
Richburg	0.25		750			
Wellsville	1		12,750	No	Reading Tchr.	
<b>CHAUTAUQUA COUNTY</b>						
Falconer	1	12,737	15,564	No	Elem. Teachers	Teaching Principals; 4 0 .25 time

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM	ACTUAL MAXIMUM	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
		SALARY To Be Paid	SALARY To Be Paid			
A-111) ASSISTANT ELEMENTARY SCHOOL PRINCIPAL (continued)						
Fredonia	1		\$14,850	No		
ERIE COUNTY						
Akron	1		16,000	No		
Amherst	1		18,430	No		11 months
Buffalo	45	\$17,433	21,648	Yes		12 months
Cheektowaga	1		16,415	No		
Frontier	1		19,541	Yes		
Griffitt Institute	1		17,200	No		12 months
Maryvale	3	13,543	21,811	No		
Sweet Home	1		20,382	No		
West Seneca	3	16,647	18,772	No		
Orchard Park	1		19,512	No		
NIAGARA COUNTY						
Lewiston-Porter	1		16,064	No		
Newfane	2	16,463	17,233	No		
Niagara Falls	3	16,260	17,191	No		
Niagara-Wheatfield	0.5		9,403	Yes		Also Fed. Aid Coord. \$9,403
Starpoint	1		17,565	Yes		

## (A-212) SUPERVISOR OF ELEMENTARY EDUCATION (CURRICULUM)

CATTARAUGUS COUNTY					
Salamanca	1		22,453	Yes	Fed. Aid Coord., 11 months Neg. Asst.
CHAUTAUQUA COUNTY					
Jamestown	1		16,000	No	
Sherman	1				K-12: one supervisor 2-year contract
ERIE COUNTY					
Alden	1		17,081	No	
Buffalo	9	21,483	22,813	Yes	
Cheektowaga	1		22,750	No	
Frontier					Curr. Development & Super. Not determined
Iroquois	1				
Kenmore	1		25,300	No	
Lake Shore	1		17,500	No	
Tonawanda	1		21,933	Yes	
West Seneca	1		26,855		Coord. of El. Ed. (Curr.)
NIAGARA COUNTY					
Niagara Falls	2	19,007	20,546	No	Asst. to Asst. Supt. for El. Education
ORLEANS COUNTY					
Medina	1		22,000	No	

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL-MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-212) SUPERVISOR OF SECONDARY EDUCATION (CURRICULUM)						
CHAUTAUQUA COUNTY						
Jamestown	1		\$18,000	No		K-12 Supervisor
ERIE COUNTY						
Frontier						Resp. of Adm. Asst.
Orchard Park	1		19,344	Yes		
Tonawanda	1		21,933	Yes		
West Seneca	1		26,960			
NIAGARA COUNTY						
Lockport	1		19,550	No		
ORLEANS COUNTY						
Medina	1		18,750	No		
(A-211) SUPERVISOR OF MUSIC						
CHAUTAUQUA COUNTY						
Dunkirk	1		14,996	Yes	El. Music Tchr.	Incl. \$600 for Super. duties
ERIE COUNTY						
Buffalo	1		25,032	Yes		Director
			20,561	Yes		Supervisor
Cleveland Hill	1		16,979	Yes	Teacher	
Griffith Institute	1		19,160	No		11 months (Director)
West Seneca	1		21,025			
NIAGARA COUNTY						
Niagara Falls	1		19,793	No		
(A-212) SUPERVISOR OF PHYSICAL EDUCATION						
CHAUTAUQUA COUNTY						
Cassadaga Valley			600	Yes		
Pine Valley	0.04		554	Yes	Head PE Inst.	
ERIE COUNTY						
Buffalo	1		25,380	Yes		Director
			20,428	Yes		Supervisor
Cheektowaga	0.10		1,200	No	Teacher	Add'l. to T.S.
Clarence	1		18,975	Yes	Dir. of Athl., Dept. Chairman,	11 months; Load reduced 40% (2 periods)
Cleveland Hill	1		19,067	Yes	Teacher	
Griffith Institute	1		19,435	No	Teacher	11 mos.; Director
Hamburg	1		20,892	No		
Iroquois	1					Not determined
Lake Shore	1		17,857	No		
Sloan	0.10		1,110	No	PE Teacher	Super. of HPER
Orchard Park	1		17,000	No		Dir. of HPER

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM	ACTUAL MAXIMUM	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
		SALARY To Be Paid	SALARY To Be Paid			
(A-212) SUPERVISOR OF PHYSICAL EDUCATION (continued)						
Tonawanda	1		\$19,496	Yes		Dir. of PE and Athletics
West Seneca	1		20,405			
NIAGARA COUNTY						
Lockport	1		17,250	No		
Niagara Falls	1		25,322	No		
North Tonawanda	1		17,827	Yes	PE Teacher	
(A-212) OTHER SUPERVISORS						
CHAUTAUQUA COUNTY						
Cassadaga Valley	1		16,005	Yes		Dir. of Ed. Communications
Dunkirk	1		18,427	Yes		61. Super.; 11 months
Jamestown	1		23,363	No		Coord. of Occ. Ed. and Adult Ed.
	1		16,164	No		Reading Consultant
	1		15,390	No		Asst. Reading Consultant
	1		16,366	No		AV Supervisor
ERIE COUNTY						
Buffalo	13	\$23,202	26,434	Yes		Directors: Ed. Ment. Handi., Lang. Arts, Lib. Services, Bus. Ed., S.S., Phys. Handi., AV Ed., Sci., IA, Reading, Math, Foreign Lang., Home Ec.
	10	19,497	23,433	Yes		Supervisors: 3-Ed. Ment. Handi., Lang. Arts, S.S., Phys. Handi., PE, Math, 2-Voc. Ed.
Cheektowaga	1		18,000	No		Dean of Students
Cleveland Hill	1		17,464	Yes	Teacher	Audio-Visual
East Aurora	1		15,400	No		Director of Ed. Comm.
Hamburg	1		16,500	No		Coord. of Reading
	1		18,012	No		Dir. of Ed. Services
	1		18,970	No		Asst. Dir. of Ed. Services, Also Continuing Education
Lake Shore			19,729	No		Dir. of Ed. Planning and Development
Orchard Park	1		20,000	No		K-12 Curr. Coord.
Tonawanda	1		20,309	Yes		Asst. Ed. Coord.
West Seneca	1		23,233	Yes		Super. of Curriculum
			21,485			Dir. of Communications
NIAGARA COUNTY						
Niagara Falls	1		20,213	No		Asst. Dir. of Adult Ed.
	1		24,755	No		Dir. of Voc. Ed. and Home Ec.
	1		20,213	No		Coord. of Audio-Visual
	1		20,331	No		Dir. of Career Develop. and Occ. Planning
	1		18,922	No		Career Develop. & Occ. Planning Specialist
Royalton-Hartland	1		22,792	No		Reading Administrator
	1		15,300	No		District-wide Reading Dir.
Cattaraugus BOCES	2	12,600	14,000	No		Building Administrators
Chautauqua BOCES	1		16,087			Librarian
Erie #1 BOCES	7	14,000	20,225	No		Spec. Ed., incl. asst's.
Orleans-Niagara BOCES	3	15,500	17,500	No		LD/TMR, EMR & Occ. Ed. Coordinators

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - ART								
<b>CHAUTAUQUA COUNTY</b>								
Falconer		\$ 640	\$ 990	No	6	2	7-12	
Fredonia	1		500	No	4	6	1-12	
Jamesstown	1		666	No	4	9.5	K-12	
Southwestern	1		750	Yes		6	7-12	
Westfield	1		550					Base stipend-\$450; +\$50 ea. non-tenure, +\$35 ea. tenure tchr.
<b>ERIE COUNTY</b>								
Alden	1		300	No	7	5	1-12	
Amherst Central	2		300			2/5		
Clarence	1		600	No	Less 2	7.7	K-12	
Eden	1		578					
Frontier	1		490	No	5	8	K-12	
Gowanda	1		705		5	5	K-12	
Hamburg	1		600	No	5	9		
Kenmore	1		21,800	No				Dist.-wide consultant; 12 months
Lancaster	1		664	Yes	4	15	K-12	
Maryvale	1		845	No	4	10.4	K-12	
Sloan	0.05		400	No	5	5		
Orchard Park			500					Art and I.A.
Sweet Home	2	250	300	No	4	5		1:7-8; 1:9-12
<b>NIAGARA COUNTY</b>								
Niagara Falls	1		19,493	No		34		
Niagara-Wheatfield	1		625	No	5	10.5	K-12	
North Tonawanda	1		399	Yes	4			
Royalton-Hartland	0.1		300	No	6	3	7-12	
<b>ORLEANS COUNTY</b>								
Medina	0.16	483	724	Yes	5	6	K-12	
(A-211) DEPARTMENT HEAD - ENGLISH								
<b>ALLEGANY COUNTY</b>								
Belfast	1	300	300	Yes	5	2	K-12	
Wellsville			400	No	5	6	9-12	
<b>CATTARAUGUS COUNTY</b>								
Allegany	0.1		315	No	5	8	7-12	
Portville	1		449	No	5		7-12	
Salamanca	1		400	No	5	9	7-12	Based on no. of teachers in dept.
<b>CHAUTAUQUA COUNTY</b>								
Bemus Point	1		300	Yes	5	5	Sec.	
Dunkirk	1	640	700	No	4	15	Sec.	
Falconer			990	No	4	14	7-12	
Fredonia	1		500	No	4	14	7-12	
Jamesstown	1		875	No	17		10-12	Also heads Lang. Dept.
Pine Valley	0.04		434	Yes	6	5	7-12	
Silver Creek	0.2		400	No	5	7	7-12	
Southwestern	1		995	Yes		12	7-12	Base \$450 + \$50 non- tenure, +\$35 tenured

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - ENGLISH (continued)								
ERIE COUNTY								
Alden	1		\$ 300	No	7	12	6-12	
Amherst Central	1		600			12/14		
Cheektowaga	1		750	No				Stipend in addition to T.S.
Clarence	2	\$ 700	800	No	Less Reg.	15	9-12	
Cleveland Hill	1		700	Yes	5	8	7-8	
Eden	1		630			10	7-12	
Frontier	1		490	No	5	15	10-12	
Gowanda	1		490	No	4	15	7-9	
Griffith Institute	0.29		705	No	4	10	7-12	Teacher plus dept. coordinator
Hamburg	2		576	No	5	10	9-12	
Iroquois			600	No	4	12/14		
Kenmore	1		807					T.S. x .05
Lake Shore	1		21,800	No				Dist.-wide super.
Maryvale	1		300					
North Collins	1		485	No	4	18	7-8	
Orchard Park			485	No	4	19	9-12	
Sloan	0.05		115	No	5	5	7-12	
Sweet Home	2	500	700	No	5	11	7-8	
West Seneca	5	350	600	No	4	10	9-12	
			500		3	22		
NIAGARA COUNTY								
Niagara Falls	1		18,362	No	76			
Niagara-Wheatfield	1		700	No	2	28	6-12	
North Tonawanda	1		479	Yes	4			
Royalton-Hartland	0.10		400	No	6	8.5	7-12	
Starpoint			443	No	6	12		
ORLEANS COUNTY								
Medina	0.16	483	724	Yes	5	15	7-12	
(A-211) DEPARTMENT HEAD - FOREIGN LANGUAGE								
ALLEGANY COUNTY								
Wellsville			400	No	5	3	9-12	
CATTARAUGUS COUNTY								
Salamanca	1		250	No	5	3	7-12	
CHAUTAUQUA COUNTY								
Dunkirk	1		500	No	4	5	Sec.	
Falconer		640	990	No	6	2	7-12	
Southwestern	1		725	Yes	7	7	7-12	Base \$450 + \$50 non-tenured, + 35 tenured
ERIE COUNTY								
Alden	1		300	No	7	5	6-12	
Amherst Central	2	400	400			6/8		
Clarence	1		600	No	7	9-12		
Cleveland Hill	1		700	Yes	5	3	7-12	
Eden	1		578					

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - FOREIGN LANGUAGE (continued)								
Frontier	1		\$ 490	No	5	8	7-12	
Gowanda	1		376		5	4	7-12	
Hamburg	2		400	No	5	4/6		
Lake Shore	1		300					
Lancaster	1		564	Yes	4	10	7-12	
Maryvale	1		845	No	4	8	7-12	
North Collins	1		115	No	5	2	7-12	
Sweet Home	1		600	No	4	12	7-12	
West Seneca	2	\$ 350	500					
Orchard Park			400					
NIAGARA COUNTY								
Niagara-Wheatfield	1		625	No	5	9	6-12	
North Tonawanda	1		479	Yes	4			
ORLEANS COUNTY								
Medina	0.16	483	724	Yes	5	6	7-12	
(A-211) DEPARTMENT HEAD - MATH								
ALLEGANY COUNTY								
Belfast	1	300	300	Yes	5	2	K-12	
Wellsville			400	No	5	3	9-12	
CATTARAUGUS COUNTY								
Allegany	0.10		315	No	5	6	7-12	
Portville	1		449	No	5	5	7-12	
Randolph			500	Yes	5	4	7-12	
Salamanca	1		400	No	5	7	7-12	
CHAUTAUQUA COUNTY								
Bemus Point			300	Yes	5	4	Sec.	
Dunkirk	1		600	No	4	9	Sec.	
Falconer		640	990	No	5	7	7-12	
Fredonia	1		500	No	4	8	7-12	
Frewsburg	1		545	Yes	5	4	7-12	T.S. x .05
James Town	1		666	No		21/5	K-12	
Pine Valley	0.02		210	Yes	6	3	7-12	
Southwestern	1		825	Yes		9	7-12	Base \$450 + \$60 non-tenured, +\$60 tenured
ERIE COUNTY								
Alden	1		300	No	7	9	6-12	
Amherst Central	2	500	600			12/14		
Cheektowaga	1		750	No				
Clarence	2	600	700	No	less 2 Reg.	9.5 5.5	9-12 7-8	T.S. + stipend
Cleveland Hill	1		700	Yes	5	7	7-12	
Eden	1		630	No				
Frontier	1		490	No	5	7	10-12	
Gowanda	1		490	No	5	12	7-9	
Griffith Institute	0.29		705		5	7	7-12	
Hamburg	2		576	No	5	6	9-12	Teacher plus dept. coordinator
			600	No	4	13/8		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL SALARY To Be Paid	MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load	No. of Teachers in Dept.	Grade-Level	REMARKS
(A-211) DEPARTMENT HEAD - MATH (continued)									
Iroquois				\$ 867					T.S. x .05*
Kenmore	1			21,800	No				Dist.-wide consult.
Lake Shore	1			300					
Maryvale	1			845	No	4	27.5*	K-12	No. of sec. teachers only
North Collins	1			115	No	5	4	7-12	
Orchard Park				600					
Sloan	0.05			400	No	5	6		
Sweet Home	2	\$ 500		600	No	4	10	7-8	
West Seneca	5		350	500		3	15	9-12	
NIAGARA COUNTY									
Niagara Falls	1			19,007	No	61			
Niagara-Wheatfield	1			700	No	2	24	6-12	Dist.-wide super.
North Tonawanda	1			479	Yes	4			
Royalton-Hartland	0.10			300	No			7-12	
Starpoint				443	No		9		
ORLEANS COUNTY									
Medina	0.16	483		724	Yes	5	10	7-12	
(A-211) DEPARTMENT HEAD - MUSIC									
ALLEGANY COUNTY									
Wellsville	0.20			650	No	4	5	K-12	
CATTARAUGUS COUNTY									
Allegany	0.10			315	No	5	4	7-12	
Portville	1				No	5	4	K-12	Based on no. of teachers in dept.
Salamanca	1			400	No	8	5	6-12	
CHAUTAUQUA COUNTY									
Falconer		640		990	No	8	4	7-12	
Jamesstown	1			666	No	4	13	K-12	
Westfield	1			350					
ERIE COUNTY									
Alden	1			300	No	7	7	1-12	
Amherst Central	2	300		300			2/5		
Clarence	1			800	No	Less .2	14.3	K-12	
Eden	1			630					
Frontier	1			490	No	5	15	K-12	
Gowanda	1			705		5	6	K-12	
Hamburg	1			600	No	3	15		
Kenmore	1			21,800	No				Dist.-wide consult.
Lancaster	1			664	Yes	4	20	K-12	
Maryvale	1			845	No	4	9	K-12	Instrumental Music
	1			845	No	4	6.4	K-12	Vocal Music
Orchard Park				500					
North Collins	1			115	No		4	1-12	
Sloan	0.05			400	No	5	4		
Sweet Home	2	200		300	No	4	6	7-8	
						4	4	9-12	
NIAGARA COUNTY									
Barker	1			800	No				Music Supervisor

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - MUSIC (continued)								
Niagara-Wheatfield	1		\$ 650	No	4	15	K-12	
North Tonawanda	1		479	Yes	4			
Royalton-Hartland	0.10		300	No	6	3	7-12	
ORLEAN COUNTY								
Medina	0.16	\$ 483	724	Yes	5	10	K-12	
(A-211) DEPARTMENT HEAD - PHYSICAL EDUCATION								
ALLEGANY COUNTY								
Bolivar	1		500	Yes	4	5	K-12	
Wellsville	0.40		650	No	3	9	K-12	
CATTARAUGUS COUNTY								
Allegany	0.10		315	No	5	4	7-12	
Savanaugh	1		400	No	7	7	7-12	
CHAUTAUQUA COUNTY								
Dunkirk	1		600	No	9		K-12	
Falconer		640	990	No	6	4	7-12	
Jamesstown	1		666	No	18		K-12	
Mayville			79	No	6	3	K-12	5 Tchr, 1 Super. of Study Hall
Pine Valley	0.03		416	Yes	6	4	K-12	
Southwestern	1		765	Yes	7	9	7-12	Base \$450 + 50 non-tenured; +35 tenured
Westfield	1		350					
ERIE COUNTY								
Akron			1,085	No	7		K-12	T.S. x .07
Alden	1		300	No	2	9	1-12	
Amherst Central	2	400	400		6/8			
Clarence	1		800	No	Less .2	13	K-12	
Eden	1		992					
Gowanda	1		705		6	7	K-12	
Hamburg	2		400	No	5	6/6		
Kenmore	1		22,250	No				Dist.-wide consult.
Lancaster	1		664	Yes	4	21	K-12	
Maryvale	1		845	No	4	18	K-12	
Orchard Park			600					
Sweet Home	2	300	600	No	4	10	7-8	
					4	13	9-12	
NIAGARA COUNTY								
Niagara-Wheatfield	1		700	No	1	22.5	K-12	Also Dir. of Athl.
North Tonawanda	1		479	Yes	4			
Starpoint			443	No		4		
ORLEAN COUNTY								
Medina	0.16	483	724	Yes	5	9	K-12	

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid.	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - SOCIAL STUDIES								
ALLEGANY COUNTY								
Wellsville		\$ 400		No	5	6	9-12	
CATTARAUGUS COUNTY								
Allegany	0.10		315	No	5	6	7-12	
Randolph			500	Yes	5	5	7-12	
Salamanca	1		400	No	5	8	7-12	
CHAUTAUQUA COUNTY								
Bemus Point	1		300	Yes	5	6	Sec.	
Dunkirk	1		700	No	14		Sec.	
Falconer		\$ 640	990	No	6	9	7-12	
Fredonia	1		500	No	4	10	7-12	
Jamesstown	1		7.75	No	3	13	10-12	
Pine Valley	0.03		399	Yes	6	4	7-12	
Southwestern	1		865	Yes		11	7-12	Base \$450 + \$50 non-tenured; 35 tenured
ERIE COUNTY								
Alden	1		300	No	7	11	6-12	
Amherst Central	2	\$ 600	800			18+		
Cheektowaga	1		750	No				T.S. + stipend
Clarence	2	\$ 600	700	No	Less Reg.	11.5	9-12	
Cleveland Hill	1		700	Yes	5	9	7-12	
Eden	1		630					
Frontier	1		490	No	5	10	10-12	
Gowanda	1		490	No	5	14	7-9	
Griffith Institute	0.29		705	No	4	8	7-12	
Hamburg			576	No	5	9	9-12	Dept. Coordinator
Iroquois			600	No	4	13/13		
Kenmore	1		717					T.S. x .05
Lake Shore	1		21,800	No				Dist.-wide consult.
Maryvale	1		300	No				
			845	No	4	26*	K-12	*No. of sec. teachers only
North Collins	1		115	No	5	5	7-12	
Orchard Park			700					
Sloan	0.05		550	No	5	10		
Sweet Home	2	\$ 500	600	No	4	10	7-8	
West Seneca	5	350	500		3	20	9-12	
NIAGARA COUNTY								
Niagara Falls	1		19,007	No		69		Dist.-wide super.
Niagara-Wheatfield	1		700	No	2	27	6-12	
North Tonawanda	1		479	Yes	4			
Royalton-Hartland	0.10		400	No	6	8	7-12	
Starpoint			443	No		9		
ORLEANS COUNTY								
Medina	0.16	483	724	Yes	5	11	7-12	
(A-211) DEPARTMENT HEAD - INDUSTRIAL ARTS								
CATTARAUGUS COUNTY								
Randolph			500	Yes	6	3	7-12	
Salamanca	1		250	No	6	4	7-12	

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL SALARY To Be Paid	MINIMUM SALARY To Be Paid	MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - INDUSTRIAL ARTS (continued)									
CHAUTAUQUA COUNTY									
Jamesstown	1			\$ 366	No	3	11	10-12	
Pine Valley	0.03				Yes	6	3	7-12	
Southwestern	1			\$ 625	Yes		5	7-12	Base \$450 + \$50 non-tenured; 35 tenured
ERIE COUNTY									
Alden	1			300	No	7	7	6-12	
Amherst Central	2	\$ 300		400					
Cleveland Hill	1			700	Yes	5	6	7-12	
Eden	1			630	No	5	8	10-12	
Frontier	1			490	No	5	4	7-9	
Gowanda	1			705		5	4	7-12	
Kenmore	1			21,800	No				Dist.-wide consult.
Lake Shore	1			300					
Lancaster	1			564	Yes	4	10	6-12	
Maryvale	1			845	No	4	12	7-12	
Sweet Home	2	200		300	No	4	6	9-12	
Tonawanda	1			500	No	5	6	7-8	
West Seneca	2	350		500				9-12	
NIAGARA COUNTY									
Niagara-Wheatfield	1			621	No	4	14	6-12	
North Tonawanda	1			479	Yes	4			
Royalton-Hartland	0.10			300	No	6	3	7-12	
(A-211) DEPARTMENT HEAD - SCIENCE									
ALLEGANY COUNTY									
Wellsville				400	No	5	4	9-12	
CATTARAUGUS COUNTY									
Allegany	0.10			315	No	5	5	7-12	
Portville	1			449	No	5	5	7-12	Based on no. of teachers in dept.
Randolph				500	Yes	5.5	5	7-12	
Salamanca	1			400	No	6	7	7-12	Also Asst. H.S. Principal
CHAUTAUQUA COUNTY									
Bemus Point	1			300	Yes	3+3 Labs	7	Sec.	
Dunkirk	1			600	No		7	Sec.	
Falconer		640		990	No	5	7	7-12	
Fredonia	1			500	No	4		7-12	
Jamesstown	1			675	No	3	9	10-12	
Pine Valley	0.03			390	Yes	6	4	7-12	
Southwestern	1			780	Yes		8	7-12	Base \$450 + 50 non-tenured; 35 tenured
ERIE COUNTY									
Alden	1			300	No	7	11	6-12	
Amherst Central	2	400		500					
Cheektowaga	1			750	No				
Clarence	2	600		700	No	Less .2 Reg.	10.5	9-12	T.S. + stipend
							6	7-8	

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - SCIENCE (continued)								
Cleveland Hill	1		\$ 700	Yes	5	12	7-12	
Eden	1		630					
Frontier	1		490	No	5	7	10-12	
	1		490	No	5	10	7-9	
Gowanda	1		705					
Griffith Institute	0.29		576	No	5	7	9-12	Dist. Coord.
Hamburg	2		600	No	4	13/10		
Iroquois			774					T.S. x .05
Lake Shore	1		300					
Maryvale	1		845	No	4	26*	K-12	*No. of sec. teachers only
Sloan	0.05		400	No	5	6		
Sweet Home	2	\$ 450	600	No	4	9	7-8	
West Seneca	5	350	500			21	9-12	
NIAGARA COUNTY								
Barker	1		800	No				Supervisor
Niagara Falls	1		19,493					
Niagara-Wheatfield	1		700	No	2	59	6-12	Dist.-wide super.
24								
ORLEANS COUNTY								
Medina	0.16	483	724	Yes	5	10	7-12	
(A-211) DEPARTMENT HEAD - BUSINESS EDUCATION								
CATTARAUGUS COUNTY								
Salamanca	1		250	No	6	4	7-12	
CHAUTAUQUA COUNTY								
Falconer		640	990	No	5	7	7-12	
Fredonia	1		500	No	4		7-12	
Jamestown	1		775	No	3	12.5	10-12	
Southwestern	1		590	Yes		4	9-12	Base \$450 + \$0 non-tenured, 35 tenured
ERIE COUNTY								
Alden	1		300	No	7	5	9-12	
Amherst Central	1		300		2/5			
Cheektowaga	1		500	No				T.S. + stipend
Clarence	1		600	No	Less .2	7	9-12	
Cleveland Hill	1		700	Yes	5	5	7-12	
Eden	1		578					
Frontier	1		490	No	5	11	7-12	
Gowanda	1		376		5	4	7-12	
Griffith Institute	0.29		576	No	5	5	9-12	Dist. Coord.
Hamburg	1		600	No	5	8		
Lake Shore	1		900					
Lancaster	1		564	Yes	4	10	9-12	
Maryvale	1		845	No	4	9	7-12	
Sloan	0.05		450	No	5	8		
West Seneca	2	350	500					

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL SALARY To Be Paid	MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - BUSINESS EDUCATION (continued)									
NIAGARA COUNTY									
Lockport									
Niagara Falls	1			\$18,562	No		35		
Niagara-Wheatfield	4			625	No		10		
North Tonawanda	1			479	Yes		4		
Royalton-Hartland	0.10			300	No		6	3	6-12
Dist.-wide super.									
(A-211) DEPARTMENT HEAD - HOME ECONOMICS									
CHAUTAUQUA COUNTY									
Southwestern	1			500	Yes		3	7-12	Base \$450 + 50 non-tenured, 35 tenured
ERIE COUNTY									
Alden	1			300	No		7	4	6-12
Amherst Central	2	\$ 300		300	Yes		2/5		
Cleveland Hill	1			700	No		2		
Frontier	1			490	Yes		5		
Gowanda	1			376	No		5	5	7-12
Hamburg	1			400	No		5	4	
Lancaster	1			564	Yes		4	7	6-12
Sweet Home	2			200	No		4	4	7-8
							4	4	9-12
NIAGARA COUNTY									
Niagara-Wheatfield	1			625	No		4	7	6-12
North Tonawanda	1			479	Yes		4		
Royalton-Hartland	0.10			300	No		6	2	7-12
(A-211) DEPARTMENT HEAD - READING									
ERIE COUNTY									
Griffith Institute	2	16,138		16,538	Yes				1-Coord. K-5: T.S. + diff.; 1-Coord. 6-12: T.S. + diff. Dist.-wide, consult. for elem. reading
Kenmore	1			21,800	No				
(A-211) DEPARTMENT HEAD - OTHER									
ALLEGANY COUNTY									
Wellsville	0.20			400	No		5	K-5	Director: Elem. Pupil Personnel
CATTARAUGUS COUNTY									
Portville	1			255	No		5	3	7-12
CHAUTAUQUA COUNTY									
Bemus Point	3			300	Yes		9/10/9	K-6	1 in each of 3 buildings
	1			300	Yes		5	7-12	Driving Coord.-entire district
Falconer		640		990	No		63		Spec. Classes & Elementary

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	ACTUAL MINIMUM Number Employed	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - OTHER (continued)							
Frewsburg	1	\$ 454	Yes	2		7-12	T.S. x .05, Athl. Director, Also Guid. Coun., & PE teacher
Jamestown	1		No		10	K-12	Library services- 2 tchr.-half time
RIE COUNTY							
Alden	1	300	No	7	3	6-12	Guidance
Cheektowaga	15	350	No			K-12	Curr. Asst.-T.S. + stipend
	13	350	No			K-12	Team Leader-T.S. + stipend
Clarence	1	600	No	Reg.	6	K-12	Library
	1	600	No	Reg.	3.8	K-12	Nurse Teacher
	1	600	No	Less	4.5	9-12	Guidance
Cleveland Hilt	1	700	Yes	0	2	K-12	Library
	1	700	Yes	5	2	7-12	Supple. Studies
	1	700	Yes	0	2	K-12	Head Nurse
	2	700	Yes	0	2	7-12	Guidance
Frontier	1	490	No	5	6	7-12	Guidance
Hamburg	1	400	No	5	4		Driver Ed.
	1	400	No	5	4		Health
Iroquois		819					Unified Arts, T.S. x .05
Kenmore	1	21,000	No				Library Sci.-Dist. wide consultant
Lancaster	0.5	10,900	No				Dist. wide TV consult.
	8	564	Yes	4-H.S. 5-M.S.			Bldg. Chairmen: 4: H.S. Math. S.S.; 4: M.S. Sci., Engl.
	1	664	Yes	4	9	K-12	Library
	1	664	Yes	4	5	K-12	Health
	1	500	No	4	11	K-12	Nurse-Tchr.-flat fee
Maryvale	2	1,200	No	4		7-8	Jr. H.S.-group leaders
Orchard Park		\$ 300	700				
NIAGARA COUNTY							
Niagara Falls	1	22,812	No				Director of Black Museum
	1	18,562	No		47		Asst. Dir. of PE- Dist-wide super.
	1	18,562	No		35		Business-Dist-wide
	1	18,062	No		34		Ex. Ed.-Dist-wide
Niagara-Wheatfield	1	625	No	0	7	6-12	Guidance
	1	625	No	0	6	K-12	Health Services
North Tonawanda	1	319	Yes	4			Health
ORLEANS COUNTY							
Medina		\$ 483	724	Yes	Reg.	70	Elem. English
		483	724	Yes	Reg.	70	Elem. Social St.
		483	724	Yes	Reg.	70	Elem. Science
		483	724	Yes	Reg.	70	Elem. Math
Chautauqua BOCES	4,5	9,962	14,758				Speech

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-291) DIRECTOR OF GUIDANCE						
<b>ALLEGANY COUNTY</b>						
Andover	1		\$14,946			
Rushford	1		15,000	No		
Wellsville	0.5		18,900	No		Incl. \$650 for Director
<b>CATTARAUGUS COUNTY</b>						
Allegany	1		15,455	Yes		
Pioneer	1		18,651	Yes	Guid. Coun.	T.S. + \$1,000; 11 mos.
Randolph	1		14,884	No		
Salemanna	1		18,283	Yes	Pupil Pers. Director	
West Valley	1		14,613	No		11 months
<b>CHAUTAUQUA COUNTY</b>						
Cassadaga Valley	1		17,700	No		
Chautauqua	1		15,250	Yes		
Jamestown	1			Yes		
Panama	1		15,511			
Pine Valley	1		16,065	Yes		
Sherman	1		10,340			
Silver Creek	1		16,775	Yes		Incl. 11th mo. at 10%; Incl. \$400 as Director
<b>ERIE COUNTY</b>						
Akron	1		17,043	No		
Alden	1		21,617	Yes		
Amherst Central	1		24,808	No		
Buffalo	1		22,768	Yes	Guid. Coun.	T.S. + stipend
Cheektowaga	1		500			
Eden	1		20,546	No		
Gowanda	1		20,305	Yes		12 months
Griffith Institute	0.75		19,160	No	Pupil Pers. Director	Also has coun. load, 11 mos.
Kenmore						Director of Pupil Pers.
Lake Shore	1		17,367	No		
Lancaster	1		17,487	Yes		
Maryvale	1		19,500	Yes		Plus per diem July & Aug. if working 10 mos.; T.S. + \$845 as Dir., + \$605 Guid. Works add'l. 6 wks. in summer salary based on "no" salary
Sloan	1		21,289	Yes		
Tonawanda						Director of Pupil Pers.
<b>NIAGARA COUNTY</b>						
Barker	1		16,577	Yes		
Niagara-Wheatfield	1		15,715	Yes		
North Tonawanda	1		19,528	No		
Starpoint	1		17,869	Yes		
Wilson	1		20,045	No		
Allegany BOCES	1		18,681	No		
Cattaraugus BOCES	1		16,200	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-291) GUIDANCE COUNSELOR						
<b>ALLEGANY COUNTY</b>						
Angelica	0.5					BOCES
Belfast	0.5	\$ 7,600	\$14,000	No		
Fillmore	1		20,210	No	Asst. Principal	
Richburg	1	7,200	16,500			
Wellsville	2.5	9,912	18,900	Yes		
<b>CATTARAUGUS COUNTY</b>						
Allegany	2	14,975	16,005	Yes		1 Sec.: 11 mos., T.S. + \$750; 1 Elem.: 10 mos., T.S. + \$750
Ellicottville	6				Teachers	All 6 cert. guid. coun., all carry F.T. tchng. load
Pioneer	3	10,946	16,727	Yes		
Portville	3	13,561	14,016	Yes		10 & 11 mos.; T.S. x 1.05
Randolph	1		10,485	Yes		
Salamanca	3	15,800	18,283	Yes		
<b>CHAUTAUQUA COUNTY</b>						
Bemus Point	2	8,100	14,180	Yes		T.S.
Brocton	1		15,056	Yes		
Cassadaga Valley	2	9,890	12,200	Yes		
Clymer	1		14,808	Yes		
Dunkirk	3	9,601	16,397	Yes		10 & 11 mos.; \$600 diff.
Falconer	3	7,600	13,955	Yes		2 F.T., 2 P.T.
Forestville	1		13,035	Yes		
Frederick	4	14,901	17,277			
Frewsburg	1.5		15,140	Yes		
Jamestown	11			Yes		T.S. + \$1,100
Mayville	1		14,322	Yes		
Pine Valley	1		7,500	No		Internship position
Sherman	1		11,750	Yes		11 months
Silver Creek	1		15,715	Yes		Incl. 11th mo. @ 10%
Westfield	2	11,288	14,520	Yes		
<b>ERIE COUNTY</b>						
Akron	2	10,945	14,485	Yes		
Alden	2	16,818	16,992	Yes		
Buffalo	86	11,946	17,935	Yes		
Cheektowaga	4					T.S. x 1.15
Clarence	6.5	17,253	18,490	Yes		Incl. summer work up to 3 weeks
Cleveland Hill	4	9,771	16,745	Yes		
East Aurora	6	10,665	16,620	Yes		
Eden	3	16,246	17,004	Yes		
Frontier	6	15,600	22,320	Yes		11 months
Gowanda	2		17,804	Yes		
Grand Island	5	9,282	16,551	Yes		
Griffith Institute	3	17,027	18,054	Yes		T.S. + diff.; 11 mos.
Hamburg	9	11,065	15,710	Yes		
Hopevale	0.5					
Iroquois	3	18,397	19,648		Teacher	Incl. in T.S.
Kenmore	27	12,255	18,032	Yes		
Lake Shore	6			Yes		
Lancaster	8	12,973	17,750	Yes		
Maryvale	8	13,305	19,555	Yes		Plus per diem-July & Aug. if working T.S. + \$255-guidance; each works 2-6 wks. in summer, salary based on 10 mos.

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-291) GUIDANCE COUNSELOR (continued)						
North Collins	2	16,410	\$18,108	Yes		
Sloan	2	18,271	18,371	Yes		
Sweet Home	9	9,963	19,796	Yes		
Tonawanda	6	8,800	16,830	Yes		
West Seneca	19	12,305	18,137			
Orchard Park	8	11,438	21,223	Yes		
NIAGARA COUNTY						
Barker	1		13,514	Yes		
Lewiston-Porter	6	13,870	16,350			
Lockport	6	15,291	16,774	Yes		
Newfane	3	16,578	17,416	Yes		
Niagara Falls	22	16,175	20,326	Yes		
Niagara-Wheatfield	6	9,650	15,260	Yes		
North Tonawanda	12	15,859	19,649	Yes		
Royalton-Hartland	3	14,280	16,017	Yes		
Starpoint	2	14,708	16,487	Yes		
Wilson	2	17,200	18,000	No		
ORLEANS COUNTY						
Medina	4	8,550	15,200	Yes		T.S. + \$500
Allegany BOCES	2	12,000	15,312	No/Yes		
Cattaraugus BOCES	1		14,600	No		
Chautauqua BOCES	2	14,000	17,365	No		
(A-292) PSYCHOLOGIST						
ALLEGANY COUNTY						
Angelica	0.1				BOCES	
Belfast	0.1	7,600	14,000	No		
Bolivar	0.2				BOCES	
Fillmore	1				BOCES	
Richburg	0.2	7,500			BOCES	
CATTARAUGUS COUNTY						
Allegany					BOCES	
Ellicottville	1				BOCES	
Pioneer	1		12,353	Yes		
Portville	0.5		8,500	No		
Salamanca	1		15,750	Yes		.6 time
CHAUTAUQUA COUNTY						
Brocton						BOCES @ \$126/day
Cassadaga Valley	1		14,100	Yes		
Chautauqua	0.16				BOCES	
Falconer	1		12,500	No	Adm. Asst.	
Fredonia	1		16,747			
Frewsburg	0.4				BOCES	
Jamesstown	1		18,000	No		
Pine Valley	0.5		11,340	No		BOCES: 1 day/week
Sherman						BOCES: 60 days
Silver Creek						

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-292) PSYCHOLOGIST (continued)						
Southwestern	1		\$15,500	No		
Westfield	1		10,850	Yes		Exempt from neg. contract
ERIE COUNTY						
Akron	0.5			No		
Alden					BOCES	
Amherst Central	1		17,081	Yes		
Buffalo	16	\$11,906	20,846	Yes		
Cheektowaga	1		12,700			
Clarence	1		19,647			
Cleveland Hill	0.4		6,937		BOCES	
East Aurora	0.8				BOCES	
Frontier	1		17,410			
Grand Island	1		9,438	Yes		
Griffith Institute	0.5				BOCES	
Hamburg	2	12,500	16,200	Yes		
Iroquois					BOCES	
Kenmore	5.8	14,400	21,800	No		
Lake Shore	0.8		18,900	No		Min. @ 10 mos.; Max. @ 12
Lancaster	2	17,024	18,528	Yes		
Maryvale	3			No		Per diem basis
North Collins	0.2				BOCES	
Sweet Home	2	19,587	20,035	Yes		
Tonawanda	1		20,413	Yes		
West Seneca	4	15,220	21,582			T.S. x 1.25
Orchard Park	1		20,774	Yes		
NIAGARA COUNTY						
Lewiston-Porter	1		12,955			T.S. + \$3,500
Lockport	1.4	6,478	14,928	Yes		1 @ 2 days/wk., 9 mos.
Niagara Falls	8	18,576	20,271	No		
Niagara-Wheatfield	1.5		15,465	Yes		1-half time: \$7,365
North Tonawanda	2	18,032	22,466	Yes		
Royalton-Hartland	0.3			No		
Starpoint	1		13,900	No		BOCES
Allegany BOCES	4	10,320	16,148	Yes		
Cattaraugus BOCES	4	10,880	12,060	Yes		
Chautauqua BOCES	5	12,560	15,101	No		
Erie #1 BOCES	4		17,342	Yes		
(A-293) ATTENDANCE SUPERVISOR (OFFICER)						
ALLEGANY COUNTY						
Fillmore					School Nurse	
Richburg	0.2				Nurse Teacher	Incl. in salary
CHAUTAUQUA COUNTY						
Brocton			300		Nurse Teacher	
Dunkirk	1		12,404			
Frewsburg	0.04		400		School Nurse	
Jamestown	1		12,500			
Sherman					School Nurse	

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-293) ATTENDANCE SUPERVISOR (OFFICER) (continued)						
<b>ERIE COUNTY</b>						
Alden			\$ 640	No	Teacher	
Buffalo	28	\$13,809	24,164	Yes	Director of Attendance	
Eden			19,989	Yes	Attendance Teachers	
Frontier			400	No	Head Bus Dr.	
Gowanda			9,889	Yes	10 mos.; T.S. x 1.055	
			14,458	Yes	10 months	
Kenmore	1		9,187	Yes		
Lake Shore	1		17,649	No	8-Attend. Officer	
Lancaster	1		19,049	Yes	11 months	
Maryvale	1				P.T. Teacher-add'l. \$500	
Sweet Home	1		10,990	Yes		
Tonawanda	1		13,750	Yes		
West Seneca	1		10,452		T.S. B-11 max. + long.	
<b>NIAGARA COUNTY</b>						
Barker	1		9,100	Yes		
Lockport	1		16,195	Yes		
Niagara-Wheatfield	1		13,210	Yes		
North Tonawanda	1		16,580	No		
Wilson	1		13,300	No		Incl. \$600 for census enumeration
(A-294) PHYSICIAN						
<b>ALLEGANY COUNTY</b>						
Andover	1		2,000			
Angelica	0.1		800	800	No	\$2.50/exam; \$60 car allow.
Belfast						
Bolivar						Free when needed
Fillmore						
Richburg						
Rushford	0.40		2,000			
Wellsville			1,100	No		
			4,700	No		Contract
<b>CATTARAUGUS COUNTY</b>						
Allegany			4,700	No		
Ellicottville	1					BOCES
Portville			4,940	No		P.T.
Salamanca			8,450	No		BOCES
West Valley	0.05			No		BOCES
<b>CHAUTAUQUA COUNTY</b>						
Brocton			4,000	No		
Cassadaga Valley			4,500	No		
Chautauqua			1,800	No		
Clymer			2,600	No		
Falconer						BOCES
Fredonia			9,000			
Jamesstown	1		24,500	No		
Panama			2,300			
Pine Valley						Fee basis
Sherman			1,800	No		
Silver Creek						2: \$4.00/adult exam, \$1.50/student exam
Westfield			3,600	No		As needed

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-294) PHYSICIAN (continued)						
ERIE COUNTY						
Akron						Fee basis: \$2.00/student, \$3.00/athl., \$5.00/adult
Alden	1		\$ 5,500	No		
Amherst #18						
Cheektowaga	1		10,500	No		Fee basis: \$7.00/exam Contract
Cleveland Hill			5,500			
East Aurora	0.40					
Gowanda						
Griffith Institute			9,000	No		
Hamburg	8					
Iroquois			7,800			
Kenmore			9,750	No		
Lake Shore						
Lancaster	2		12,000	No		
Maryvale				No		
North Collins						
Sloan	0.20		6,000	No		
Sweet Home	1		10,000	No		
Tonawanda			10,025	No		
West Seneca						
Orchard Park	1		18,000	No		
NIAGARA COUNTY						
Lewiston-Porter						\$1.25/pupil, \$1.50/athl., \$1.00/working papers, \$8.00/staff member exam
Lockport	0.20		3,000	No		
Niagara Falls	1		19,353	No		
Niagara-Wheatfield						
North Tonawanda	1		22,800	No		
Wilson	4					P.T. \$5,000 budgeted for student & employee exams
Chautauqua BOCES	1		10,000	No		
(A-294) NURSE-TEACHER						
ALLEGANY COUNTY						
Andover	1		10,195			
Bolivar	1		9,880	Yes		
Fillmore			10,360	Yes		
Richburg	0.8	\$ 7,200	15,355	Yes		
Rushford	1		11,840	Yes		
Wellsville	3	10,432	13,495	Yes		
CATTARAUGUS COUNTY						
Ellidottville	1		10,779			
Randolph	2	13,000	13,535	Yes		
Salamanca	2	11,561	11,961	Yes		
West Valley	1		10,998	Yes		
CHAUTAUQUA COUNTY						
Bemus Point	1		11,850	Yes		
Brocton	1		10,354	Yes		
Cassadaga Valley	2	8,651	11,930		Attend.	T.S.

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-294) NURSE-TEACHER (continued)						
Chautauqua	1		\$ 9,050	Yes		
Clymer			6,996	Yes		
Dunkirk	3	\$10,324	11,704	Yes		3 days/week
Falconer	2	7,600	13,955	Yes		
Fredonia	3	12,469	13,519	Yes		
Frewsburg	2	10,050	12,073	Yes	Attend. Super.	
Jamestown	4					
Mayville	1		11,842	Yes		
Panama	1		11,600	Yes	Census Taker	
Pine Valley	2	8,400	8,700	Yes		
Sherman	1		12,125	Yes		
Silver Creek	2	8,900	15,150	Yes	Asst. Attend.	
ERIE COUNTY						
Akron	1		12,670	Yes		Elem. School
Alden	4	11,480	13,855	Yes		
Amherst #18	1		14,957			Supervises 3 schools; 6 P.T. nurses aides
Amherst Central	4	9,930	15,629	Yes		
Cheektowaga	3	13,320	13,550			T.S.
Clarence	3.8	10,640	14,600	Yes		
East Aurora	3	13,950	14,425	Yes		
Eden	2	10,960	11,069	Yes		
Frontier	9	8,073	18,600	Yes		
Gowanda	2	10,202	11,494	Yes		
Grand Island	4	8,994	12,324	Yes		
Griffith Institute	4	9,110	14,154	Yes		T.S.
Hamburg	7	9,650	16,450	Yes		
Iroquois	3	13,803	14,275	Yes		
Kenmore	16	10,597	15,140	Yes		
Lake Shore	4	12,385	13,715	Yes		
Lancaster	6	8,346	14,142	Yes		
Maryvale	6	8,525	14,555	Yes		
North Collins	2	9,925	12,685	Yes		
Sloan	4	11,450	14,100	Yes		
Sweet Home	8.5	8,894	14,884	Yes		
West Seneca	9	8,314	13,825			
Orchard Park	5	9,723	14,379	Yes		
NIAGARA COUNTY						
Barker	1		12,100	Yes		
Lockport	7	9,540	15,423	Yes		
Newfane	2	11,373	13,413	Yes		
Niagara-Wheatfield	5	11,380	13,025	Yes		
North Tonawanda	13	8,714	16,008	Yes		
Royalton-Hartland	1		13,144	Yes		
Starpoint	3	9,830	12,200	Yes		
Wilson	2	12,000	12,225	Yes		
ORLEANS COUNTY						
Medina	3	8,050	14,700	Yes		T.S.
Allegany BOCES	1		12,640	Yes		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-294) NURSE						
ALLEGANY COUNTY						
Angelica	1		\$ 5,600	No		
Belfast	1		7,600	No		
CATTARAUGUS COUNTY						
Pioneer	3	6,734	7,669	No		
Portville	1.7			No		
						\$3.92-4.14/hr.; F.T.-6-12, P.T.-K-5
CHAUTAUQUA COUNTY						
Clymer						\$3.50/hour
Forestville	1		6,300	No		
Southwestern	2	9,495	12,225	Yes		
Westfield	1		13,650	Yes		
ERIE COUNTY						
Akron	1		7,750	No		
Cheektowaga	1		7,150			H.S. (Civil Service)
Clarence	1		5,577	No		Civil Service
East Aurora	0.5					\$4.40/hr., 6.5 hrs./day
Eden	2	4,690	5,068	No		2 P.T.
Gowanda	1		10,868	Yes		R.N.
Hamburg	1		8,200	Yes		
Kenmore	1		7,900	No		
Lake Shore	1		6,500	No		
Lancaster	3		6,500	No		R.N.
Maryvale	1		7,200	No		
Orchard Park	1		6,557	Yes		
Tonawanda	6	7,200	15,630	Yes		
West Seneca	4	7,675	8,975			R.N. (Civil Service)
NIAGARA COUNTY						
Lewiston-Porter	2			No		\$4.46/hour
Royalton-Hartland	1		4,981	Yes		
Wilson	1		9,625	Yes		
(A-294) DENTAL HYGIENIST						
ALLEGANY COUNTY						
Angelica	0.25					BOCES
Belfast	0.25	7,600	13,000	No		
Bolivar	0.4					BOCES
Wellsville	1		12,222	Yes		
CATTARAUGUS COUNTY						
Ellicottville	1					.5 yr. F.T.-BOCES
Pioneer	2	8,137	9,695	No		
Portville	0.75		7,640	No		
Randolph	1		13,000	Yes		
West Valley	0.5					BOCES
CHAUTAUQUA COUNTY						
Dunkirk	1		11,859	Yes		
Sherman						BOCES

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-294) DENTAL HYGIENIST (continued)						
Westfield	1		\$12,300	Yes		
ERIE COUNTY						
Frontier	2	\$ 8,073	18,600	Yes		
Griffith Institute	0.5		5,410	Yes		T.S. pro-rated
Hamburg	4		9,300	Yes		
Kenmore	1		11,352	Yes		
Lancaster	2	10,774	13,127	Yes		
Tonawanda	2	7,200	13,030	Yes		
West Seneca	3	7,452	9,532			
NIAGARA COUNTY						
Barker	0.5		5,900	Yes		
Lockport	1		12,000	No		
Niagara-Wheatfield	1		9,700	Yes		
North Tonawanda	2	6,992	7,550	No		
Royalton-Hartland	1.4		13,872	Yes		
Starpoint	1		12,700	Yes		
ORLEANS COUNTY						
Medina	0.5	4,025	7,350	Yes		T.S.
Allegany BOCES	3	7,100	9,500	Yes		
Cattaraugus BOCES	1.4	9,950	10,650	Yes		
Chautauqua BOCES	0.42		4,106			
(A-294) AIDES (CLASSROOM-PROFESSIONAL CERTIFIED ONLY)						
CATTARAUGUS COUNTY						
Salamanca	5		3,458	No		Teaching Assistants
CHAUTAUQUA COUNTY						
Clymer				No		\$2.70/hour
Panama						\$2.36/hour
ERIE COUNTY						
Akron	2	5,000	5,600	No		
Alden	1		5,053	No		
East Aurora	1		5,500	Yes		
Griffith Institute	0.5	2,300	4,400	No		Teaching Asst.: 7 F.T. and P.T. \$2.00-2.10/hour
Hamburg	5			No		
Sloan	2			No		Teacher Asst.: \$3.00- \$3.52/hr.
Tonawanda	19		3,186	No		\$2.95/hr., 6 hrs., 180, days
Allegany BOCES	2	3,370	3,820	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL: REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-295) SOCIAL WORKER						
ERIE COUNTY						
Clarence	1		\$17,200			
Grand Island	1		16,191	Yes		
(A-295) OTHER						
CATTARAUGUS COUNTY						
Ellicottville			450			Consultant Dentist
CRAUTAUQUA COUNTY						
Jamestown	1		8,973	No		Psychometrist
ERIE COUNTY						
Cleveland Hill	1		1,500	No		Dentist
Grand Island	1		16,733	Yes		Reading Consultant
	1		8,112	Yes		Speech Therapist
Griffith Institute						Supervising Dentist - non-salaried
Lancaster	3	\$ 8,060	10,150	Yes		Speech Teachers
Sloan	0.01		200	No		Dentist
NIAGARA COUNTY						
Niagara Falls	1		15,990	No		Human Relations specialist
	1		18,122	No		Human Relations coord.
	1		20,254	No		Reading, Lang. Arts. coord.
Niagara-Wheatfield	1		9,532	Yes		Speech Therapist

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Maximum Steps	Less Than Bachelor's		Bachelor's Degree		Bachelor's + 30 hrs.		Bachelor's + 60 hrs.		Bachelor's Master's Degree		
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
(A-220) CLASSROOM TEACHERS												
ALLEGANY COUNTY												
Andover				\$ 7,350	\$13,385	\$ 7,800	\$14,217	\$ 8,250	\$15,050	\$ 7,850	\$14,310	
Angelica	12			7,600	12,000	7,960	12,360	8,220	12,720	7,960	12,360	
Belfast				7,600	11,780	8,050	12,478	8,350	13,175	8,350	12,943	
Bolivar				7,500	12,220	7,800	12,700	8,300	13,200	8,000	12,900	
Fillmore	25	\$ 7,400	\$13,580	7,400	13,580	7,850	14,030	8,300	14,480			
Richburg	18			7,596	12,600	8,229	13,894	8,651	16,004	8,440	15,614	
Rushford	20	7,100	7,590	7,400	12,950	7,850	13,440	8,300	13,850	7,950	13,540	
Wellsville	14			7,650	11,857	8,100	12,690	8,550	13,552	7,850	12,057	
CATTARAUGUS COUNTY												
Allegany	20			7,975	13,226	8,475	13,725	8,975	14,225	8,700	13,950	
Ellicottville	19			7,300	11,972	7,811	13,115	8,322	14,316	+ 200	+ 200	
Pioneer				7,950		8,460		8,970		+ 300		
Portville	15	6,600	8,850	7,825	12,450	8,425	13,050	9,025	13,650	8,625	13,250	
Randolph	15			7,778	13,000	8,328	13,925	8,878	14,475	8,628	14,475	
Salamanca	15			7,700	11,261	8,200	12,802	8,700	13,302	8,400	13,419	
West Valley				No salary schedule: Starting salary		remains the same as		1972-73: \$7,450 - All received 6% increase.				
CHAUTAUQUA COUNTY												
Bemus Point	21			8,100	12,200	8,610	12,710	9,120	13,570	+ 100 (II, III, IV)		
Brocton	13			7,700	12,693	8,200	13,193	8,700	13,693	8,300	13,293	
Cassadaga Valley	11			7,900	11,900	8,350	13,150	8,800	14,800	+ 250	+ 250	
Chautauqua	18			7,900	12,285	8,350	13,500	8,800	14,620			
Clymer		7,200	12,538	7,700	13,038	8,250	13,674	8,850	14,310	8,250	13,780	
Dunkirk	16	7,600	12,458	7,600	12,458	8,100	12,958	8,600	13,450	8,300		
Falconer		7,210	12,160	7,600	12,550	7,990	12,940	8,380	13,330	8,225	13,175	
Forestville	14			7,400	11,250	7,900	11,750	8,400	12,250	8,100	11,950	
Fredonia	14			7,800	12,469	8,416	12,994	8,935	14,107	8,780	13,361	
Frewsburg	16			7,800	12,200	8,190	13,240	8,580	13,630	8,425	13,475	
Jamestown	12	8,125	13,284	8,225	14,443	8,710	14,928	9,204	15,422	8,957	15,175	
Mayville	14			7,850	11,800	8,360	12,310			8,510	12,460	
Panama	14			8,000	11,600	8,600	12,500	9,050	12,950	8,900	12,800	
Pine Valley	18	6,900	11,600	7,800	12,500	8,300	13,000	8,800	13,500	8,400	13,100	
Sherman				7,800	12,125	8,200	12,850	8,600	13,600	8,200	12,850	
Silver Creek	18			8,000	8,750	8,750	13,950	9,500	14,750	8,850	14,050	
Southwestern	18		11,818	8,150	12,225	8,761	13,244	9,576	14,466	9,087	13,977	
Westfield	14			7,700	12,300	8,200	12,800	8,700	13,300	+ 100	+ 200	
ERIE COUNTY												
Akron		8,300	12,925	8,300	12,925	8,900	13,525	9,500	14,125	9,300	14,450	
Alden	14				8,200	13,530	8,700	14,355		9,175	15,349	
Amherst	18	13			8,850	15,576	9,381	16,107	9,912	17,258	9,735	17,081

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

Master's + 30 hrs.		Master's + 60 hrs.		Doctorate Degree		Other		Longevity Year Earned		Longevity Incr. Year Earned	DISTRICT
(A-320) CLASSEROOM TEACHERS											
\$ 8,300	\$15,142										
8,220	12,720	\$ 8,680	\$13,080	\$ 8,680	\$13,080			18	\$ 400	Andover	
8,872	13,640							1970	400	Angelica	
								1971	100	Belfast	
								1972	50		
8,500	13,400							16 & 21	500	Bolivar	
										Fillmore	
8,756	16,199										
8,300	13,850										
8,300	12,890	8,750	13,772	8,400	13,950			15+	275	Richburg	
										Rushford	
										Wellsville	
CATTARAUGUS COUNTY											
9,200	14,450	9,700	14,950					20	425	Allegany	
								16, 21	292-353	Ellicottville	
								26, 30	292-353		
8,833	15,187							16,21,26	500	Pioneer	
(BA + 90)									400	Portville	
9,225	13,850							200	17, 21		
9,178	14,75									Randolph	
8,900	13,919	9,400	14,419					16, 21	300	Salamanca	
No salary schedule: Starting salary remains the same as 1972-73: \$7,450-A11 received 6% increase.											
CHAUTAUQUA COUNTY											
8,800	13,793							21	1 Step	Bemus Point	
8,600	13,400	9,050	14,550					20, 25	1 Step	Brocton	
										Cassadaga Valley	
										Chautauqua	
										Clymer	
8,950	14,416									Dunkirk	
8,800	13,158			9,300	14,158			21	322		
								26	280		
8,075	13,565	9,005	13,955					20	11,350	Falconer	
8,600	12,450							21	11,500	Forestville	
								22	11,700		
9,299	14,474	9,799	14,999	10,026	15,209			21	300	Fredonia	
8,815	13,865	9,205	14,255					17, 20	350	Frewsburg	
9,451	15,669	9,944	16,162	10,144	16,362			17,22,27	500	Jamestown	
								20	600	Mayville	
								25	500		
9,500	13,400							17,20,23	375	Panama	
8,900	13,600	9,400	14,100			9,300	14,000	20,25,30	300	Pine Valley	
						(BA + 90)					
8,600	13,600										
9,600	14,850										
9,902	15,200	10,391	15,689			10,770	16,015	20,25,30	408	Sherman	
								20	300	Silver Creek	
										Southwestern	
										Westfield	
ERIE COUNTY											
9,900	15,050							15	500	Arion	
								20	900		
								25	1,200		
								30	1,400		
								35	1,600		
9,675	16,183							16,21,26	325	Alden	
								31,36,41	325		
10,266	17,612	10,797	18,762	11,151	19,116			20,25,30	300	Amherst #18	

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Maximum Steps	Less Than Bachelor's			Bachelor's Degree			Bachelor's + 30 hrs.			Bachelor's + 60 hrs.			Master's Degree	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
(A-220) CLASSROOM TEACHERS (continued)															
Amherst Central	15			\$ 8,850	\$ 15,576	\$ 9,381	\$ 16,107	\$ 9,912	\$ 17,081	\$ 9,735	\$ 17,258				
Buffalo	15			8,695	13,903	9,476	14,684	10,257	16,333	9,910	15,985				
Cheektowaga	13			8,000	13,320	8,600	13,800	9,200	14,400	9,000	14,200				
Clarence	14			Open	13,300	Open	13,800	Open	14,300	Open	16,700				
Cleveland Hill	14			8,440	13,047	9,106	13,713	9,661	15,379	9,438	15,157				
East Aurora	14	\$ 5,550 (less than 3 yr.)	\$ 6,800 7,600 11,000 (4 yr.)	8,300	13,950	8,840	14,490	9,380	15,030	9,490	15,140				
Eden				8,200	12,675	8,890	13,565	9,580	14,255	9,365	14,240				
Frontier	14	8,073	13,773	8,600	14,300	9,305	15,005	10,010	15,710	9,655	16,005				
Gowanda	14	7,608	11,194	8,260	12,602	8,860	13,658	9,460	14,714	9,310	14,108				
Grand Island	13			8,100	12,798	8,910	14,256	9,720	15,750	9,315	15,228				
Griffith, Inst.	15			8,160	13,142	8,760	14,199	9,360	15,256	9,196	14,625				
Hamburg	14	6,825	9,300	8,225	13,325	8,825	13,925	9,425	14,525	9,325	14,850				
Hopevale	14			7,800	12,870					8,840	13,910				
Iroquois				8,300	13,280	8,850	14,370			9,479	14,459				
Kenmore	13	6,510	11,352	8,342	15,629	9,187	17,187	10,032	18,032	9,293	17,292				
Lake Shore	15			8,280	13,355	9,110	14,185	9,940	15,015	9,410	15,075				
Lancaster		7,748	12,657	8,060	13,187	8,640	13,505	9,220	14,665	9,100	15,653				
Maryvale	18			8,525	13,555	9,125	14,155			9,600	16,000				
North Collins	25	7,550	12,340	8,150	13,345	8,850	14,855	9,550	15,555	9,200	15,745				
Sloan	16			8,550	9,150			9,750		9,500					
Sweet Home	15			8,335	14,170	8,845	14,680	9,355	15,190	9,385	16,980				
Tonawanda	15	7,200	13,030	8,000	14,270	8,600	14,870	9,200	15,470	8,800	15,630				
West Seneca	16			8,200	13,450	8,770	14,020	9,340	14,590	9,300	15,550				
Orchard Park	15			8,425	13,981	8,848	14,404	9,552	16,498	9,048	14,604				
NIAGARA COUNTY															
Barker	16	7,900	12,100	7,900	13,000	8,500	14,500								
Lowiston-Porter				8,450	12,400	9,140	14,095	9,455	15,160	9,455	15,160				
Lockport		7,632	9,119	7,950	12,720	9,063	13,833	9,778	14,548	9,381	14,151				
Newfane	15	7,875	12,310	7,875	13,513	8,505	14,074	8,715	14,295	8,715	14,295				
Niagara Falls	30	7,503	13,279	8,100	15,228	8,829	16,403	9,558	17,577	9,129	17,877				
Niagara-Wheat.	21			7,860	11,994	8,460	13,049	11,010	14,210	+ 300					
North Tonawanda		7,502	11,898	8,040	12,300	8,610	13,465	8,938	16,669	+ 350	+ 350				
Royalton-Hartland	16			7,981	13,855	8,459	15,862					14,562	+ 200	+ 200	
Starpoint		7,630	13,400	7,930	13,700	8,530	14,300	9,130	14,900	8,755	15,125				
Wilson	14			8,000	11,900	8,600	13,100	9,200	14,075	8,800	13,675				

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

Master's + 30 hrs.	Master's + 60 hrs.	Doctorate Degree	Other	Longevity Year	Longevity Incr.	Year	Amount	DISTRICT
Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Earned	Amount	
A-170 CLASSROOM TEACHERS (continued)								
\$10,266	\$17,612	\$10,797	\$18,762	\$11,151	\$19,116	20,25,30	\$ 300 <sup>2</sup>	Amherst Central
10,691	16,767			11,313	17,389	15,20,25	434	Buffalo
9,600	14,800			9,700	14,900	14,20,25		Cheektowaga
Open	17,200	Open	17,700			14	300-500	Clarence
						23, 28	300	
10,105	15,823	10,770	16,490	10,993	16,711	19	350	Cleveland Hill
						24	700	
						29	1,050	
10,030	15,680	10,570	16,220			18	225	East Aurora
						19-27	475	
						28-32	750	
						33+	1,050	
10,055	15,205	10,745	15,895	+ 685				Eden
10,360	16,710	11,065	17,415			19,24,29	395	Frontier
9,910	15,164					15, 22	300	Gowanda
10,125	16,362			10,530	16,848			Grand Island
9,786	15,682					10,026	15,922	Griffith Institute
9,925	15,450	10,525	16,050	10,645	16,170	19,24,29	450-500	Hamburg
								Hopevale
10,029	15,009			11,108	16,088	16	450	Iroquois
10,138	18,137			10,877	18,876	21,26,31	350	Kenmore
10,240	16,205	11,070	17,035	11,570	17,535	18	360	Lake Shore
						23	720	
						28	1,080	
						35	1,440	
9,680	16,233	10,260	16,813			17	319	Lancaster
10,200	17,950	10,800	18,550			21, 25	318	Maryvale
9,900	16,445					15,20,25	400	North Collins
10,100						17,21,25	360	Sloan
						15,18,21	550	
						24	500	
9,895	17,490	10,405	18,000	11,205	18,800	17	535	Sweet Home
						22	530	
9,400	16,230					16	300	Tonawanda
						21	400	
						26	500	
9,870	16,120			10,440	16,690	21, 26	375	West Seneca
9,752	16,698	10,809	17,755	11,007	17,955	15, 20	100, 250	Orchard Park
						25, 30	200, 250	
NIAGARA COUNTY								
						20	250	Barker
						25	300	
						30	350	
						35	400	
10,145	15,850	10,490	16,195	10,805	16,510			Lewiston-Porter
10,096	14,866							Lockport
9,345	14,956					15	551	Newfane
9,615	16,889	10,344	18,063	10,844	18,563	15	445	Niagara Falls
					10,287 (BA + 90)	20, 26	486	
						30	569	
								15,18,21 400-425-450 Niagara-Wheatfield
9,288	17,013	9,767	17,426	+ 300	+ 300	16, 21		North Tonawanda
						26, 31		
8,918	14,093	9,587	14,762			20, 21	345	Royalton-Hartland
						25, 26	345	
9,355	15,725	9,955	16,375	10,250	16,625	13	570	Starpoint
						17,22,27	500	
9,400	14,275	10,000	14,875			16,20,24	325	Wilson

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Maximum Steps	Less Than?			Bachelor's Degree			Bachelor's + 30 hrs.		Bachelor's + 60 hrs.		Master's Degree	
		Bachelor's Minimum	Bachelor's Maximum	Bachelor's Degree Minimum	Bachelor's Degree Maximum	Bachelor's Degree Minimum	Bachelor's Degree Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
(A-220) CLASSROOM TEACHERS (continued)													
ORLEANS COUNTY													
Medina	17	\$ 7,650	\$14,300	\$ 8,050	\$14,700	\$ 8,725	\$15,375	\$ 9,400	\$16,050	\$ 9,125	\$15,775		
Allegheny BOCES	14	6,500	9,100	7,560	12,240	8,160	12,840	8,760	13,440	8,280	12,960		
Cattaraugus BOCES		7,300	10,765	7,500	12,050	8,100	12,650	8,700	13,250	8,400	13,950		
Chautauqua BOCES	17			7,800	12,214	8,424	13,179	9,048	14,465	8,632	13,716		
Erie #1 BOCES				8,350	13,945	8,982	15,217	9,564	15,799	9,450	16,210		
Erie #2 BOCES				8,000	15,263	8,522	15,785	9,334	16,597	8,812	16,075		
Orleans-Niagara BOCES	17	7,725	13,165	8,175	13,615	8,625	14,065						

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

Master's + 30 hrs.	Master's + 60 hrs.	Doctorate	Degree	Other	Longevity Incr.	Year		
Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Earned	Amount	DISTRICT
(A-220) CLASSROOM TEACHERS (continued)								
								ORLEANS COUNTY
\$ 9,800	\$16,450	\$10,475	\$17,125					Medina
8,880	13,560				15	\$ 400		Allegany BOCES
9,000	13,550							Cattaraugus BOCES
9,256	14,680				20	300		Chautauqua BOCES
10,032	16,792	10,614	17,374			17, 22	700	Erie #1 BOCES
9,746	17,009			\$ 9,977	\$17,230	17,22	275	Erie #2 BOCES
				(MA + 3%)				Orleans-Niagara BOCES

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-311) DIRECTOR OF ADULT EDUCATION						
ALLEGANY COUNTY						
Fillmore		\$ 300		No	Teacher	
CATTARAUGUS COUNTY						
Allegany		200			Teacher	
Randolph		875			H.S. Librarian	
Salamanca		100			P.E. Teacher	
		825			I.A. Teacher	
Yes						
No						
No						
CHAUTAUQUA COUNTY						
Brocton		900		No	Teacher	
Pine Valley		400			I.A. Teacher	
Silver Creek	0.20	1,200			Sci. Teacher	
Westfield		588			Teacher	
						As required
ERIE COUNTY						
Amherst Central	1	18,631		No		
Buffalo	1	26,434		Yes		
Cheektowaga		2,125		No	Teacher	
Cleveland Hill						
East Aurora	0.20					
Amherst Central						T.S. + stipend
Buffalo						Austerity-no program
Cheektowaga						
Cleveland Hill						
East Aurora						
Eden		400				
Frontier		2,675		No	H.S. Math Tchr.	
Griffith Institute		800		No	Teacher	
Hamburg					Asst. Dir. of Ed. Services	
Iroquois		750			Art Teacher	P.T.
Kenmore	1	25,300		No		
Lake Shore		700		No		
Lancaster		2,000		Yes	Teacher	
Maryvale		2,600		No	P.E. Teacher	
Sloan		1,850		No	Teacher	
Sweet Home		1,500		No	Teacher	
Tonawanda		2,625		No	Sci. Teacher	
West Seneca		2,910			Curr. Coord.-K-12	
Orchard Park						
NIAGARA COUNTY						
Barker		700		No	Teacher	
Lewiston-Porter		1,500		No	Teacher	
North Tonawanda		2,250		No	Elem. Prin.	
Starpoint		1,600		No		
Wilson						
Allegany BOCES	1	16,695		No		
Chautauqua BOCES	33	\$ 7,800	13,683	No		
	37	7,800	13,879	No		
						Teachers-Occ. Ed.
						Teachers-Spec. Ed.

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-311) DIRECTOR (PRINCIPAL) OF SUMMER SCHOOL						
ALLEGANY COUNTY						
Wellsville	1				Asst. H.S. Prin.	
ERIE COUNTY						
Clarence	1			No	Elem. Prin.	Resp. rotated among 5 Elem. Principals
Frontier	1	\$ 3,325	490	Yes	Asst. H.S. Prin.	T.S. x .212
				Yes	Asst. El. Prin.	Also Rem Reading Tchr. @ \$26.70/day
Griffith Institute					H.S. Prin.	3 hrs./day
Hopevale					C.S.O.	Limited program.
Maryvale		2,300		No	Math Teacher	
Sloan		1,800		No	Teacher	
Sweet Home	1	17,500		No	Spec.Ed. Coord.	
Tonawanda		1,943		No		
West Seneca		1,313		No	Sci. Teacher	Secondary
Orchard Park	1	2,400			Asst. H.S. Prin.	Elementary
NIAGARA COUNTY						
Niagara Falls		1,484		No		
Niagara-Wheatfield		1,500		Yes		
North Tonawanda		1,500		No	Teacher	

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
----------	-----------------	-------------------------	----------------	-----------------	---------

## (A-320) ADULT EDUCATION TEACHER

ALLEGANY COUNTY					
Fillmore		\$ 5.00			
CATTARAUGUS COUNTY					
Allegany		4.00			First year
		4.25			Second year
		4.75			Third year
Pioneer		6.00			
Randolph		5.75-6.25			Non-certified
		6.75-7.25			Certified
Salamanca		6.00			
West Valley		4.00			
CHAUTAUQUA COUNTY					
Bemus Point		5.00			
Brocton		6.00			First year
		7.00			One or more years of service
Clymer		7.00			Certified
Dunkirk		6.00			
Fredonia		6.00			
Jamestown		8.00			
Pine Valley		4.00			
Silver Creek		5.50			

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
(A-320) ADULT EDUCATION TEACHER (continued)					
Southwestern	\$ 8.00				Plus \$.10/mile
Westfield	5.50				
ERIE COUNTY					
Amherst Central	8.00				
Buffalo	8.71				First year
	9.32				Subsequent years
East Aurora	5.00				Step 1
	5.50				Step 2
	6.00				Step 3
Eden	5.00-6.00		\$30 - 35		\$.25/hr. increase per year
Frontier	7.25				Driver Ed.-3 hr. course
	7.50				First year
	7.70				Subsequent years
					Maximum
Gowanda	5.75				
Grand Island	6.00				Step 1
	5.25				Step 2
	5.50				Step 3
Griffith Institute	3.50-5.50				Certified
Hamburg	5.25		\$ 6.00		Adult Ed. Certified
	6.00		6.75		BA or Teaching Certified
	4.00				Recreation Supervisor
Iroquois	6.00				
Kenmore	6.07				
	6.97				
	7.92				
Lake Shore	5.00-7.00				Depending on experience
Lancaster	6.50-7.00				
Maryvale	6.00				Step 1
	6.50				Step 2
	7.00				Step 3
	7.50				Step 4
Sloan	5.00-6.00				4 steps; Adult Ed. certified
	6.00-7.50				4 steps; Reg. Tchr. certified
Sweet Home	7.00				
Tonawanda	5.00-7.50				5 steps-all subjects
West Seneca	5.25				Step 1
	5.50				Step 2
	5.75				Step 3
	6.00				Step 4
Orchard Park	7.00				
NIAGARA COUNTY					
Barker	5.00				First year
	5.25				Second year
	5.50				Third year
Lewiston-Porter	5.50				
Lockport	6.00				
Niagara Falls	7.40				
	7.40				First year
	7.95				Second year
North Tonawanda	6.00				Third year
Starpoint	6.50				
Allegany BOCES	7.50				
Cattaraugus BOCES	7.00				
Chautauqua BOCES	8.00				3 Teachers from salary range
Erie #1 BOCES	8.00				\$10,927-13,170 for Driver Ed.
Erie #2 BOCES	8.00				
Orleans-Niagara BOCES	7.50				

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARK
(A-320), SUMMER SCHOOL TEACHER					
ALLEGANY COUNTY					
Wellsville	\$ 7.75				
CATTARAUGUS COUNTY					
Pioneer				150	6 wks.: \$1,100-1,200
Salamanca				100	Driver Ed.-6 wks.-6 teachers
				336	Swimming-.5 day-8 weeks
				168-169	Speech Corr.-1 month
				157	Music Instruction-2 teachers
					LLL Reading-6 teachers
West Valley	4.00				
CHAUTAUQUA COUNTY					
Clymer	7.00				Certified teachers
Dunkirk					Last year T.S. x .005
Falconer	7.50				Driver Ed.
Jamestown	8.00				
Mayville	7.00				If needed
Pine Valley		\$12.50			
Silver Creek			\$ 48.38		3 teachers at different
			41.93		daily rates
			35.48		
Southwestern					
ERIE COUNTY					
Akron			41.50		
Buffalo	8.71				First year
	9.32				Subsequent years
Clarence			50.00		
Cleveland Hill	7.50				Austerity budget
East Aurora	7.00				
Eden			30.00		\$990/session; 4 teachers
Frontier	8.00		40.00		receive a lump sum for course
	8.45		42.25		5 hr./day; BA degree
	8.90		44.50		5 hr./day; BA + 30 hrs.
Griffith Institute					5 hr./day; BA + 60 hrs.
Hopevale					Driver Ed.; \$1,200/teacher/
Iroquois			36.00-45.00		course
Kenmore					\$450/summer session
Lancaster					Driver Ed.
Maryvale					
Stoan			32.00-46.00		Elem., Jr. H.S.; T.S. x .10
			33.50-48.50		Sr. H.S.; T.S. x .10
			35.00-51.00		Secondary-\$350-400/session
Sweet Home			25.00-26.00		Driver Ed.-\$350-400/session
			39.00		Study Hall-\$200/session
Tonawanda	12.00-16.00				Elementary-\$600/session
	19.50-25.50				T.S. x .05/day
West Seneca					BA degree; 12 steps
Orchard Park					BA + 30 or MA; 13 steps
					BA + 60; 14 steps
					10% of annual salary; 4 hrs./day,
					33 days; Limit: \$1,300
					Sec.-5 steps/1.5 hr. class period
					E1.-5 steps/3 hr. class period
					\$441-one period/day
					\$882-two periods/day
					\$1,323-Three periods/day
					Based on T.S.

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
(A-320) SUMMER SCHOOL TEACHER (continued)					
<b>NIAGARA COUNTY</b>					
Lockport					
Newfane					
Niagara Falls	\$ 7.40		\$ 37.50		3 Levels: \$400, 450, 500
	7.70				
	7.95				
Niagara-Wheatfield					
North Tonawanda	6.20		31.45		First year
	8.73		43.65		Second year
					Third year
Erie #1 BOCES			50.00		\$900-1,000 per session
(A-320) SUBSTITUTE TEACHER					
<b>ALLEGANY COUNTY</b>					
Andover			36.75		
Angelica			36.00		
Belfast			38.00		
Bolivar			36.00		
			33.00		
			30.00		
Fillmore			37.00		
					K-12 and Special
Richburg			36.00		Certified
Rushford			37.00		College graduate
Wellsville			26.00-36.00		College attendance (min. 2 yrs.)
<b>CATTARAUGUS COUNTY</b>					
Ellicottville	1.80				
			34.50		Teacher Aide
			30.00		Certified
Pioneer			27.00		Non-certified
			28.00		No degree
			30.00		Degree-non-certified
Portville			39.00		Degree-Certified
			33.00		Certified in subject area
			30.00		Certified, not in subject area
Randolph			30.00		Non-certified or graduate
Salamanca			30.00-34.00		
			31.50-36.50		No degree: \$1 raise for each
			33.00-38.00		200 days in district
			34.50-39.50		BA degree: \$1.25 raise for
					each 200 days in district
					BA+30: \$1.25 raise for
					each 200 days in district
					BA+60: \$1.25 raise for
					each 200 days in district
West Valley			37.25		
<b>CHAUTAUQUA COUNTY</b>					
Bemus Point			26.00-30.00		For uncertified to certified
			27.00-31.00		5 steps
			28.00-32.00		
			29.00-33.00		
			30.00-34.00		
Brocton			26.00		Non-certified
			30.00		Certified
Cassadaga Valley			26.00-30.00		Non-certified-5 steps
			30.00-34.00		Certified-5 steps
Chautauqua			30.00		
Clymer			35.00		
Dunkirk			30.00		\$36.00 after 10 days in one
					assignment
Falconer			26.00		Non-certified
			30.00		Certified

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
(A-320) SUBSTITUTE TEACHER (continued)					
Forestville			\$ 31.00		
Fredonia			26.00		Non-certified
			34.00		Certified
Frewsburg			30.00-34.00		Depends on experience and certification
Jamesstown					T.S. x .05
Mayville			30.00		Certified
			26.00		Non-certified
Panama			26.00-40.00		Certified and qualified; 5 steps-Degree; 5 steps-no degree
Pine Valley			39.00		
Silver Creek			30.00		Certified
			26.00		Non-certified
Southwestern			28.00		Non-certified (no NYS degree)
			40.75		Certified
Westfield			30.00		Certified
			26.00		Non-certified
Sherman			30.00-31.00		No experience; with experience
ERIE COUNTY					
Akron			30.00		6.5 hr./day
			34.00		7.5 hrs./day
Alden			25.00-37.00		Depends on yrs. of experience in district
Amherst #18			30.00-35.00		5 steps
Amherst Central			30.00-35.00		5 steps
Buffalo			30.00		BS to 200 days service; Add \$1.50 for each 30 hrs. beyond BS to 60; Add \$1.25 for each 200 days to 801
Chautauqua			20.00		
			25.00		Without experience
Clarence			21.50		With experience
Cleveland Hill			25.00		Permanent sub. teacher
East Aurora			30.00		
Eden			36.00		600 days or more service
			25.00		Less than one year experience
			30.00		Over one year experience
			35.00		Reg. sub.-respon. for lesson plans
Frontier	\$ 5.28		38.28		
	5.76		41.76		BA degree
Gowanda			33.00		BA + 30 hrs.
Grand Island			25.00		
Griffith Institute			29.00		Non-certified
Hamburg			33.00		Certified
			26.00		No degree
			36.00		BA degree
			40.00		MA degree
Hopevale			25.00		
Iroquois			30.00		
Kenmore			30.00		Non-certified
Lake Shore			26.00		Certified
Lancaster			31.00		
			28.00		
Maryvale			25.00		First year
			27.00		Subbed in district prior to 1971-72
North Collins			26.00		First year
			27.25		After 1 year experience in N.C.
			28.50		After 2 yrs. experience in N.C.
			29.75		After 3 yrs. experience in N.C.
			31.00		After 4 yrs. experience in N.C.
Sloan			25.00		Must have BA & certificate
Sweet Home			25.00		
Orchard Park			30.00		Non-certified
			34.00		Certificate; less than 10 days
			36.50		Certified; more than 10 days in district

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
(A-320) SUBSTITUTE TEACHER (continued)					
Tonawanda West Seneca			\$ 35.00 30.00		All subjects
NIAGARA COUNTY					
Barker			30.00 31.00 32.00 33.00 34.00		Less than 200 days experience 200-400 days experience 401-600 days experience 601-800 days experience 801-1000 days experience
Lewiston-Porter			30.00 31.50 33.00 34.50 36.00		Steps 1-5 increased to \$34, 35, 37, 38, 40 respectively after 10 consecutive days with recom.
Lockport Newfane			30.00 30.00 39.00		After 10 days in same class Any level or subject MA Degree
Niagara Falls			32.00 33.00		\$1.50 add'l./day-Special classes
Niagara-Wheatfield North Tonawanda Royalton-Hartland Starpoint Wilson		\$ 4.33	30.00 30.00 26.00 30.00 27.00	\$ 130.00	K-12 Based on \$5,400 starting pay
ORLEANS COUNTY					
Medina			27.00-30.00		
Allegany BOCES			36.00		
Cattaraugus BOCES			37.50		
Chautauqua BOCES			34.00		
Erie #1 BOCES			29.00		
Erie #2 BOCES			32.00 36.00		Non-certified Certified
Orleans-Niagara BOCES			30.00		

TABLE 5: ANALYSIS OF TEACHERS' SALARIES BY STEPS

DISTRICT	Steps 1-3		Steps 4-7		Steps 8-11		Steps 12-14		Steps 15 and Up		Total No.	Mean Salary
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	
<b>ALLEGANY COUNTY</b>												
Andover	8	23.0	3	9.0	7	21.0	3	9.0	13	38.0	34	\$ 11,223
Angelica	5	20.0	6	24.0	3	12.0	7	28.0	4	16.0	25	10,689
Belfast	6	21.0	6	21.0	6	21.0	7	25.0	3	12.0	28	10,342
Bolivar	10	22.0	7	15.0	7	15.0	5	12.0	16	36.0	45	10,800
Fillmore	12	24.0	10	20.0	7	14.0	7	14.0	15	28.0	51	11,317
Richburg	8	25.8	7	22.6	3	9.7	1	3.2	12	38.7	31	10,200
Rushford	13	42.0	5	16.0	6	19.0	5	16.0	2	7.0	31	9,727
Wellsville	21	18.0	18	15.0	16	13.0	64	54.0			119	11,036
<b>CATTARAUGUS COUNTY</b>												
Allegany	16	19.0	18	22.0	11	13.0	14	17.0	23	29.0	82	11,397
Ellicottville	5	11.0	9	20.0	10	22.0	8	17.0	14	30.0	46	11,071
Pioneer					(No steps - No salary schedule)							11,024
Portville	16	19.2	15	18.2	25	30.0	8	9.6	19	23.0	83	11,400
Randolph	13	17.0	15	19.0	8	10.0	8	10.0	34	44.0	78	12,319
Salamanca	19	16.0	21	18.0	13	11.0	30	26.0	33	29.0	116	11,469
West Valley	12	37.0	10	30.0	3	9.0	1	3.0	7	21.0	33	9,546
<b>CHAUTAUQUA COUNTY</b>												
Bemus Point	9	12.0	8	11.0	8	11.0	29	38.0	21	28.0	75	11,550
Brocton	21	36.2	9	15.6	12	20.7	4	6.8	12	20.7	58	10,278
Cassadaga Valley	18	19.0	28	29.0	49	52.0					95	10,953
Chautauqua	15	42.0	6	16.0	2	6.0	6	16.0	7	20.0	36	11,360
Clymer	18	37.0	11	22.0	8	16.0	9	19.0	3	6.0	49	9,984
Dunkirk	31	20.0	29	18.0	38	24.0	46	30.0	13	8.0	157	11,543
Falconer					No step schedule - Second year of 5-year Contract - \$500 Increase							11,702
Forestville	16	28.7	13	12.0	3	15.0	1	1.0	1	21.0	57	10,078
Fredonia	12	41.7	30	24.5	37	26.5	4	11.0	8	6.0	130	11,450
Frewsburg	16	23.3	23	32.0	9	11.0	8	11.0	17	23.0	73	10,638
Jamestown	58	14.0	100	23.0	89	21.0	109	25.0	72	17.0	430	12,119
Mayville	11	22.0	11	22.0	4	8.0	10	20.0	14	28.0	50	
Panama	13	27.0	14	29.0	9	18.0	10	20.0	3	6.0	49	10,457
Pine Valley	18	29.0	19	30.0	8	13.0	2	3.0	16	25.0	63	10,726
Sherman	11	28.0	4	10.0	10	26.0	4	10.0	10	26.0	39	10,409
Silver Creek	16	19.0	25	29.0	14	16.0	5	6.0	26	30.0	86	11,420
Southwestern	22	14.67	38	25.33	28	18.67	45	30.0	17	11.33	150	
Westfield	13	16.25	23	28.75	13	16.25	31	38.75			80	11,128
<b>ERIE COUNTY</b>												
Akron	26	27.0	18	19.0	16	17.0	14	15.0	21	22.0	95	11,798
Alden	20	13.2	47	31.1	29	19.2	55	36.4			151	12,543
Amherst #18	8	12.33	15	23.07	10	15.38	5	7.69	27	41.53	65	14,460
Amherst Central	18	11.0	40	24.0	16	10.0	45	27.0	46	28.0	165	14,907
Buffalo					(not available)							12,390
Cheektowaga	28	15.7	56	31.5	30	16.9	26	14.6	38	21.3	178	11,754
Clarence	29	12.0	51	22.0	35	15.0	92	39.0	28	12.0	235	13,472
Cleveland Hill	19	14.0	31	23.0	11	8.0	11	8.0	65	47.0	137	13,292
East Aurora	31	17.3	41	22.9	30	16.8	36	20.1	41	22.9	179	12,604
Eden	18	12.3	34	23.3	26	17.8	20	13.7	48	32.9	146	12,506
Frontier	44	13.0	88	26.5	48	14.5	89	26.5	66	19.5	335	13,086
Gowanda	26	20.0	29	22.0	19	15.0	20	16.0	35	27.0	129	11,816
Grand Island	38	17.0	64	28.0	40	17.0	86	38.0			228	
Griffith Institute	43	24.2	37	20.8	28	16.7	30	16.3	41	23.0	179	12,101
Hamburg	77	23.0	114	34.0	56	17.0	22	7.0	63	19.0	332	11,553
Hopevale	3	38.0	3	38.0	1	12.0			1	12.0	8	11,000
Iroquois	34	17.0	47	23.0	39	19.0	21	10.0	64	31.0	205	12,209
Kenmore	131	13.0	274	28.0	159	16.0	114	12.0	312	31.0	990	13,385

TABLE 5: ANALYSIS OF TEACHERS' SALARIES BY STEPS (continued)

DISTRICT	Steps 1-3		Steps 4-7		Steps 8-11		Steps 12-14		Steps 15 and Up		Total No.	Mean Salary
	No.	%	No.	%	No.	%	No.	%	No.	%		
Lancaster	49	14.0	106	30.0	81	23.0	42	12.0	74	21.0	352	\$ 12,309
Maryvale	46	13.4	109	31.9	68	19.9	69	20.2	50	14.6	342	13,520
North Collins	21	28.0	19	25.3	13	17.3	17	22.7	5	6.7	75	11,010
Sloan	34	26.0	38	30.0	27	21.0	24	19.0	5	4.0	128	11,791
Sweet Home	50	11.82	105	24.82	100	23.64	48	11.35	120	28.37	423	13,159
Tonawanda	39	14.8	92	35.0	49	18.6	15	5.7	68	25.9	263	12,239
West Seneca	186	25.0	275	37.0	121	16.0	46	6.0	115	16.0	743	11,173
Orchard Park	61	21.0	66	23.0	55	19.0	71	24.0	39	13.0	292	
NIAGARA COUNTY												
Barker	26	32.50	23	28.75	9	11.25	8	10.0	14	17.50	80	10,597
Lewiston-Porter	34	14.0	67	29.0	44	19.0	35	15.0	54	23.0	234	11,950
Lockport	61	17.0	112	31.0	63	18.0	34	10.0	87	24.0	357	11,762
Newfane	23.5	17.0	38	27.0	21	15.0	16	12.0	40	29.0	138.5	11,722
Niagara Falls	143	14.34	234	23.46	170	17.04	111	11.13	339	34.0	997	14,273
Niagara-Wheatfield	51	17.0	98	32.0	61	21.0	36	12.0	58	19.0	304	11,615
North Tonawanda												11,831
Royalton-Hartland	21	16.0	25	19.0	21	16.0	12	9.0	52	40.0	131	
Starpoint	34	23.0	40	27.0	29	19.0	30	20.0	17	11.0	150	10,800
Wilson	31	26.0	29	24.0	24	20.0	12	10.0	23	20.0	119	10,941
ORLEAN COUNTY												
Medina	42	25.45	41	24.85	29	17.58	15	9.09	38	23.03	165	12,026
Allegany BOCES	9	14.0	19	30.0	9	14.0	14	22.0	13	20.0	64	13,208
Cattaraugus BOCES	21	29.16	20	27.78	11	15.28	20	27.78			72	10,107
Chautauqua BOCES	20	26.67	18	24.0	16	21.33	13	17.33	8	10.67	75	
Erie #1 BOCES	69	20.0	141	40.0	76	22.0	37	11.0	25	7.0	348	11,600
Erie #2 BOCES	17	20.23	22	26.19	20	23.8	25	29.76			84	
Orleans-Niagara BOCES	25	23.0	28	27.0	24	22.0	13	12.0	17	16.0	107	11,692

TABLE 6-A FREQUENCIES, RANGES AND MEDIAN OF REMUNERATION FOR SELECTED EXTRA CURRICULAR ACTIVITIES\*

(A-280) Extra Curricular Activities	Number of Districts	Minimum	Median	Maximum
Assorted Clubs	21	\$ 50	\$ 150	\$ 641
Audio-Visual	21	138	342	649
Concert/Rehearsal (Band)	14	100	441	847
Debate Coach	10	200	326	726
Dramatics	30	100	320	1,080
Freshman Class Advisor	25	50	100	233
Future Homemakers of America	7	50	203	253
Future Teachers of America	12	60	163	300
Junior Class Advisor	47	50	200	466
Junior Play Director	17	100	212	810
Marching Band	20	89	450	1,351
National Honor Society	20	50	150	445
Newspaper	42	100	300	798
Orchestra	9	200	252	810
Scenery Preparation-Stage Crew	18	100	346	1,210
Senior Class Advisor	48	45	300	798
Senior Play Director	31	100	225	409
Show Director (Operettas, Musicals)	20	100	427	1,300
Sophomore Class Advisor	31	50	115	312
Student Association, Student Council Advisor	34	50	287	1,080
Treasurer, Student Activities*	17	245	500	1,500
Yearbook	58	150	490	996

TABLE 6-B: FREQUENCIES, RANGES AND MEDIAN OF REMUNERATION FOR SUPERVISION OF SELECTED INTERSCHOLASTIC ATHLETIC ACTIVITIES\*

(A-281) Interscholastic Athletics	Number of Districts	Minimum	Median	Maximum
Varsity Football	52	\$ 550	\$ 1,095	\$ 1,864
Varsity Basketball	61	440	665	1,369
Varsity Baseball	60	200	642	1,080
Junior Varsity Football	40	314	708	1,080
Junior Varsity Basketball	53	220	645	968
Junior Varsity Baseball	33	205	496	825
Assistant, Football	51	100	702	1,274
Assistant, Basketball	14	455	648	983
Assistant, Baseball	9	309	500	782
Freshman Football	31	85	605	878
Freshman Basketball	26	300	545	968
Freshman Baseball	15	393	500	798
Junior High Basketball	27	100	375	776
Soccer	24	220	813	1,080
Track	59	200	695	1,080
Assistant, Track	38	200	506	990
Tennis	38	223	521	878
Golf	42	85	438	878
Swimming	34	300	893	1,277
Assistant, Swimming	18	470	839	983
Wrestling	47	200	858	1,351
Assistant, Wrestling	32	220	634	983
Cross Country	45	158	550	958
Volleyball	23	35	340	650
Bowling	23	25	397	825
Varsity Cheerleading	56	50	382	778
Junior Varsity Cheerleading	23	150	300	410
Chaperones	29	3.00/hour	12.00/event	20.00/event
Ticket Chairman	24	2.35/hour	10.00/event	20.00/event
Game Supervisor (Proctor)	12	2.00/hour	11.75/event	20.00/event
Intramurals (Director)	8	100	162	641
Rifle	15	127	605	960
Girls' Sports	30	100	325	1,034
Gymnastics	14	87	665	1,051
Athletic Directors	11	100	460	1,009

\*Note: The minima and maxima reported in these tables represent the lowest and highest figures of the schedules reported. The medians were computed under the assumption that the person occupying the position was on the middle step.

TABLE 7: ANALYSIS OF FEDERALLY FUNDED POSITIONS

DISTRICT	TITLE OF POSITION	NUMBER EMPLOYED	FEDERAL ACT OF TITLE FUNDING POSITION	ACTUAL SALARY 1973-1974	OTHER POSITION HELD IN DISTRICT	REMARKS
ALLEGANY COUNTY						
Belfast	Remedial Reading	1	ESEA, Title I	\$ 7,980		
Fillmore	Remedial Reading	1	ESEA, Title I	10,900		
Richburg	Reading Coordinator	0.5	ESEA, Title I	6,500		
Rushford	Reading Teacher	1	ESEA, Title I	12,210	Elem. Prin.	
	Assistant Associate	1	ESEA, Title I	2,875		
	Reading Instructor	1	ESEA, Title I	12,390		
CATTARAUGUS COUNTY						
Allegany	Teacher Aide	5	ESEA, Title I	2.00-2.10/hr.		
Portville	El. Guidance Coun.	1	ESEA, Title I	14,975		
	Remedial Reading	1	ESEA, Title I	11,565		
	Remedial Reading	0.6	ESEA, Title I	5,601		
Salamanca	El. Guidance Coun.	1	ESEA, Title I	12,785		
West Valley	Prin.-Summer Reading	1	ESEA, Title I	500	Teacher	
	Teacher-Summer Reading	1	ESEA, Title I	1,000	Teacher	
CHAUTAUQUA COUNTY						
Bemus Point	Reading Specialist	1	ESEA, Title I	12,364		
Brocton	Reading Teacher	0.75	ESEA, Title I	5,400		
Cassadaga Valley	Home School Coordinator	2	ESEA, Title VIII	9,840-12,200		
	Independ. Learning Center	1	ESEA, Title VIII	9,200		
	Redesign Facilitator	1	ESEA, Title III	11,250		
	Alter. School Director	1	ESEA, Title III	9,480		
Chautauqua	Reading Instructor	1	ESEA, Title I	8,825		
Clymer		1	ESEA, Title I	11,978		Only 80% funded
Dunkirk	Special Proj. Coord.	1	ESEA, Title I	14,006		
	Speech Therapist	1	ESEA, Title I	9,663		
	Reading Teacher	4	ESEA, Title I	9,012-13,841		
Falconer	Program Director	0.5	Head Start-H1088/HEW	696/mo.		
	Teacher	1	Head Start-H1088/HEW	392-549/mo.		
	Nurse-Social Worker	0.5	Head Start-H1088/HEW	512/mo.		
Forestville	El. Rem. Arith. Teacher	1	ESEA, Title I	7,400		
	Sec. Rem. Arith. Teacher	0.6	ESEA, Title I	4,440		
Fredonia	Rem. Reading Teacher	1	ESEA, Title I	14,460		
Frewsburg	Reading Teacher	0.6	ESEA, Title I	6,495		
Jamestown	El. Math Teacher	3	ESEA, Title I	10,170		
	El. Reading Teacher	1	ESEA, Title I	11,024		
	El. Reading Teacher	3	ESEA, Title I	6,095-7,074 Teachers		Half time: Teachers for district
	Sec. Reading Teacher	2	ESEA, Title I	9,733-14,519		
	Pre-K Teacher	2	ESEA, Title I	14,873-15,660		
	G.A. Home Teacher	1	ESEA, Title I	13,819		
Pine Valley	Rem. Reading Teacher	1	ESEA, Title I	13,450		
	Rem. Reading Teacher	1	ESEA, Title I	9,250		
Silver Creek	Librarian	0.5	ESEA, Title I	6,150		
	Reading Teacher	1	ESEA, Title I	9,450		.5 salary-Title I May have 2nd teacher
ERIE COUNTY						
Akron	El. Reading Teacher	1	ESEA, Title I	12,670		
	Jr. H.S. Reading Teacher	1	ESEA, Title I	11,925		
Alden	Coordinator	1	ESEA, Title I	1,230	Teacher	
	Teacher	10	ESEA, Title I	840	Teacher	
	Reading Consultant	1	ESEA, Title I	100	Teacher	
	Nurse	1	ESEA, Title I	480	Teacher	
Buffalo	Special Proj. Supervisor	9	Various*	18,738-22,792		
	Chief Proj. Administrator	1	Various*	25,677		
	Project Administrator 4	3	Various*	24,685-25,814		
	Project Administrator 3	2	Various*	23,313-23,747		
	Project Administrator 1	6	Various*	17,636-20,232		
	Special Proj. Director	1	Various*	26,435		
						*Includes Title I, Voc. Ed. Act, Manpower Devel. & Training Act, WIN, Model Cities, Emerg. Employ. Act and Others

TABLE 7: ANALYSIS OF FEDERALLY FUNDED POSITIONS (continued)

DISTRICT	TITLE OF POSITION	NUMBER EMPLOYED	FEDERAL ACT OF POSITION	ACTUAL SALARY 1973-1974	OTHER POSITION HELD IN DISTRICT	REMARKS
Cheektowaga	Reading Teacher	1	ESEA, Title I	\$ 5,100		Half time.
Clarence	Reading Teacher-Consult.	1	ESEA, Title I	14,000		
Cleveland Hill	Distributive Education	0.4	Voc. Education	8,150		
	Proj. Director & Teacher		ESEA, Title I	12,752		
	Working Teacher		ESEA, Title I	6,042		
	Working Teacher		ESEA, Title I	5,600		Works .6 day
	Working Teacher		ESEA, Title I	5,064		Works .6 day
East Aurora	Teacher	1	ESEA, Title I	11,940		Works .6 day
Eden	Rem. Reading Teacher	1	ESEA, Title I	9,365		
Griffith Inst.	Teacher-Director	1	ESEA, Title I	10,800		
Hamburg	Reading Teacher	1	ESEA, Title I	9,585		
Iroquois	Program Coordinator	1	ESEA, Title I	1,800	Elem. Prin.	
	Teacher	7	ESEA, Title I	870-1,210	Teachers	
	Teacher-Librarian	1	ESEA, Title I	957	Reading Teacher	
	Nurse-Teacher	1	ESEA, Title I	1,087	Nurse-Teacher	
Lancaster	Reading Teacher	1	ESEA, Title I	7.00/hour		4 hours/day
Maryvale	Summer Reading Teacher	0.5	ESEA, Title I	810-1,193		17 teachers
	Summer Reading Consult.	0.5	ESEA, Title I	1,100		1 teacher
Orchard Park	Reading Teacher	1	ESEA, Title I	20,363		
Tonawanda	Reading Teacher	1	ESEA, Title I	12,420		
	Reading Teacher	1	ESEA, Title I	16,070		
	Reading Teacher	1	ESEA, Title I	12,730		
NIAGARA COUNTY						
Barker	Reading Teacher	1	ESEA, Title I	7,900		
	Ungr.-Jr. H.S. Teacher	1	ESEA, Title I	13,200		
	-Ungr.-Elem. Teacher	1	ESEA, Title I	9,100		
Lewiston-Porter	Director-Fed. Program	1	ESEA, Title I	2,500	Teacher-6th Grade	
	Reading Specialist	1	ESEA, Title I	10,540		
Lockport	Learning Spec.-Psychol.	1	ESEA, Title I	13,910		
Newfane	Reading Direction Teacher	4	ESEA, Title I	8,000		
	Project Administrator	1	ESEA, Title I	23,221		
	Coord.-Special Project	1		20,213		
	Director		Migrant	2,500		Summer Migrant Program
	Asst. Dir. & Core Teacher	0.86	Migrant	1,700		Summer Migrant Program
	Phys. Ed. Teacher		Migrant	1,550		Summer Migrant Program
	Art Teacher	0.71	Migrant	1,100		Summer Migrant Program
	Core Teacher		Migrant	1,350		Summer Migrant Program
	Core Teacher		Migrant	1,500		Summer Migrant Program
	Teacher-Day Care Center	0.5	Migrant	700		Summer Migrant Program
	Project Director		Migrant	500		Fall Migrant Program
	Teacher		Migrant	2,700		Sept. 1-Dec. 30, 1973
	Reading Spec.-Coord.	1	ESEA, Title I	10,300		
	Reading Specialist	0.5	ESEA, Title I	5,000		
	Reading Specialist	0.5	ESEA, Title I	4,000		
Niagara-Wheat.	Asst. Proj. Director		ESEA, Title I	1,200	Teacher	
	Librarian		ESEA, Title I	1,000	Librarian	
	Teacher		ESEA, Title I	900-1,000	Teacher	
Wilson	Director	1	ESEA, Title I	1,300	Elem. Teacher	Continuation of a
	Teacher	6	ESEA, Title I	700	Elem. Teacher	corrective and
	Librarian	1	ESEA, Title I	700		remedial summer
	Reading Coordinator	1	ESEA, Title I	800		elementary school
	Teachdr Aide	5	ESEA, Title I	300		program
	Director-Reading Lab	1	ESEA, Title I	9,300		Improving Reading
						through a Reading and
						Study Skills Center
ORLEANS COUNTY						
Medina	Reading Teacher	5	ESEA, Title I	8,050-14,700		
Chautauqua BOCES	Director-Health Ed.	1		13,500		
	Director-Satellite Prog.	1		15,000		
Erion #1 BOCES	Career Entry Coordinator	1	VEA	14,750		
	Vocational Curr. Coord.	1	VEA	18,050		
	Placement Coordinator	1	VEA	14,750		
	Adult Education Director	0.2	VEA	3,000	Occ. Admin. Asst.	
	Industry-Ed. Coordinator	1	VEA	15,260		

TABLE 7: ANALYSIS OF FEDERALLY FUNDED POSITIONS (continued)

DISTRICT	Title of Position	Number Employed	Federal Act of	ACTUAL	Other Position	REMARKS
			Title Funding Position	SALARY 1973-1974	Held in District	
Erie #1 BOCES (continued)	Career Ed. Proj. Dir.	1	VEA	\$19,000		
	Teacher (Child Care)	0.5	VEA	4,969		
	Teacher (Custodial Skills)	0.5	VEA	4,793		
Erie #2 BOCES	Adult Education		VEA	8.00/hour		3-4 mo. position
	Migrant Director		Migrant	2,400		8 week position
	Migrant Teacher		Migrant	6.00/hour		6 week position
	Migrant Asst. Director		Migrant	2,200		8 week position
Orleans-Niagara BOCES	Career Ed. Coordinator	1	VEA (FATIQ)	18,000		

SECTION C

FRINGE BENEFITS FOR ADMINISTRATIVE PERSONNEL

	Page
Table 8: Sick, Personal and Condolence Leave . . . . .	62
Table 9: Sabbatical Leave and Recognition of Graduate Hours . . . . .	64
Table 10: Health, Life and Other Insurance . . . . .	65

TABLE 8: SICK, PERSONAL AND CONDOLENCE LEAVE

(Administrative)

DISTRICT	Personal				Condolence				Cond. Leave			
	Sick Days Per Year	Leave Days Per Year	(Emergency) Leave Days Per Year	Personal Leave Days Deducted from Sick Leave?	Leave Days Per Year	Leave Days Per Year	Deducted from Sick Leave?	Yes	Yes	No	REMARKS	
<b>ALLEGANY COUNTY</b>												
Andover	10	150	3		X		5				X	
Angelica	12	150	2	0	X		No limit		X			
Belfast	12	150	3	0	X		3		X			
Bolivar	12	160	2	*	X				X			*If not used
Fillmore	12	180	3	0	X		5		X			
Richburg	12	150	5	0	X		5		X			
Rushford	13	160	3	160	X		5		X			
Wellsville	12	180	3		X		4		X			
<b>CATTARAUGUS COUNTY</b>												
Allegany	10	160	2	*	X		3		X			*Added to sick leave
Ellicottville	12	150	2	0	X		5		X			Unused pers. added to sick leave
Pioneer	11-12	100	2		X							
Portville	10	150			X							
Randolph	12	175	4	4	X		5		X			All Jeave incl. in 175
Salamanca	11	180	5	0	X		2					Supt. of Schools: 12
West Valley	12	150	2	*	X		3 (immed. family) 1 (other)					*Added to sick leave
<b>CHAUTAUQUA COUNTY</b>												
Bemus Point	12	150	2	*	X				X			*Added to sick leave
Brocton	12	150	3	*	X				X			*Added to sick leave
Gassadaga Valley	12	180	2	*	X		3		X			*Added to sick leave
Chautauqua	12	160	2		X		5		X			
Clymer	12	150	3	0	X		0	0				
Dunkirk	12	170	2		X		3		X			
Falconer	10-12	175	2		X							10 days-10 mos.; 11 days-11 mos.; 12 days-12 mos.
Forestville	12	150	2		X		3 (immed. family) 1 (other)		X			
Fredonia	10	150	No policy		X		No policy		X			
Frewsburg	15	150	5	0	X				X			10 days accum. annually
Jamestown	12	150	2	*	X		5		X			*Added to sick leave
Mayville	12	155	2		X		3		X			
Panama	12	170	2		X		3		X			
Pine Valley	10	150	2	*	X		3		X			*Added to sick leave; Also allows 3 da./yr. Immediate family
Sherman	12	150	2		X		3		X			2 Personal Days to use
Silver Creek	12	180	2	0	X		10 (total)		X			
Southwestern	12											
Westfield	12	150	3				3		X			Not under neg. contract
<b>ERIE COUNTY</b>												
Akron	15	180	3	0	X		5		X			
Alden	12	180	3	0	X		4		X			
Amherst #18	12	150	3	5	X							
Amherst Central	12	180	3	5	X							
Buffalo	12	200	5	5	X		5		X			
Cheektowaga	15	185	2	0	X		3		X			
Clarence	18	200										
Cleveland Hill	12	165	3	*	X		5 (consec.)		X			
East Aurora	15	180	3		X							*Added to sick leave
Eden	14	200	As granted		X		X	4				
Frontier	10-24	200	3	*	X		5		X			*Added to sick leave
Gowanda	12	190	3	3	X		3		X			

TABLE 8: SICK, PERSONAL AND CONDOLENCE LEAVE (continued)

(Administrative)

DISTRICT	Personal						Condolence				Cond. Leave				REMARKS
	Sick Days	Leave Total	(Emergency) Days	Leave Total	Personal Deducted from	Leave Days	Leave Days	Deducted from	Sick Leave?	Yes	No	Yes	No	Yes	
Grand Island	18	180	4	0	X	3				X					
Griffith Inst.	24	191	3			5(immed. family)									3 days allowed for illness-immed. family: deducted from sick leave
Hamburg	15	210	3			X	7			X					
Hopevale	12	Unlimited	2	0		X									
Iroquois	12	150	3	0		X*									*Added to sick leave
Kenmore	12	220													No formal agreement
Lake Shore	12	205	3	0		X	5			X					
Lancaster	15	198	2			X	5(immed. family)			X					
Maryvale	11-12	220	2	*		X	3			X					
North Collins	10	200	2	*		X	1			X					*2 unused added to sick *Added to sick leave; Sick: 1/mo. for those on 11mo. or 12mo.
Orchard Park	12	150	3	6		X				X					
Sloan	12	200	3	0		X	4(immed. family)			X					
Sweet Home	Unlimited	180					5			X					
Tonawanda	18	200	5	5*		X	5			X					*Added beyond 200
West Seneca	12	180	3			X	5			X					
NIAGARA COUNTY															
Barker	15	190	2	2		X	6			X					
Lewiston-Porter	12	36	3	3		X	0								
	Unlimited		10	10		X	5			X					2-personal business
Lockport	15	150	3			X									
Newfane	18	200	2	0		X	5			X					
Niagara Falls	24	224	2	*		X	5			X					*Incl. in sick leave
Niagara-Wheat.	22	200	4			X	5			X					
North Tonawanda	15-18	185-220	5	0		X	Unlimited	5		X					Pers. & cond.-if needed
Royalton-Hart.	12	150				X				X					*Added to sick leave
Starpoint	10	150	2	*		X	5			X					*Added to sick leave;
Wilson	15-5	216	3	*		X	3			X					pers. leave may be used to extend cond. leave
ORLEANS COUNTY															
Medina	12	150*	1	0		X	Discretion			X					*Unlim. after tenure
Allegany BOCES	12	180	3	*		X	5			X					*Added to sick leave
Cattaraugus BOCES	12	150	2	*		X		3-5		X					*Added to sick leave; new policy being devel.
Chautauqua BOCES	12	180	2			X	5			X					
Erie #1 BOCES	15	120	3	*		X	4			X					*Added to sick leave
Erie #2 BOCES	12	200													
Orleans-Niagara BOCES	18	240					5*			X					*Emergency leave

TABLE 9: SABBATICAL LEAVE AND RECOGNITION OF GRADUATE HOURS

(Administrative)

DISTRICT	Sabbatical Leave					REMARKS	Rate	Blocks of Hrs.	Dates of Adjustment	REMARKS	Hours
	Yrs. Serv. Eligible	Staff %	Allowed /Yr.	Hosp. No.	Annual Salary Cont.						
<b>ALLEGANY COUNTY</b>											
Belfast							\$15	1			
Bolivar							120	6			
Fillmore	7	1	Yes	50			15				
Rushford	7	1	No								
Wellsville			No	50							
<b>CATTARAUGUS COUNTY</b>											
Allegany	7	2.35	Yes	50			100	6			
Salamanca	7	1	Yes	50*	*Over 2 years		100	6			
West Valley	7	1	Yes	50							
<b>CHAUTAUQUA COUNTY</b>											
Brocton	7	1	Yes	50							
Clymer	7	1	Yes	50							
Dunkirk	Tenure		No	0			100	6			
Forestville	7	1	Yes	50							
Fredonia	7	1	Yes	50							
Jamestown	7		Yes	75							
Pine Valley	7	2	Yes	50			50	3			
Silver Creek							150	6			
<b>ERIE COUNTY</b>											
Alden	7	1	1.5	No	67						
Amherst #18	7	1	Yes	50			100	6			
Buffalo	7	1	Yes	50			260	10			
Cheektowaga	7	2	Yes	67							
Cleveland Hill	7	3	0	Yes	50						
Separate Administrative Schedule											
East Aurora	7	3	Yes	50			108	6			
Frontier	7	2	Yes	50			141	6			
Grand Island	5-7	2	Yes	50							
Kenmore											
Lake Shore	7	1	Yes	50			100	3			
Lancaster			Yes	67*	*Full year						
Sloan	7	16	1	Yes	75*	*Full year	20				
Sweet Home	7		1	No	50						
Tonawanda	6	2	Yes	50			20				
West Seneca	7	1	Yes	50			114xIndex				
<b>NIAGARA COUNTY</b>											
Lewiston-Porter	7	1	2	Yes	50						
Lockport	5	1	Yes	50							
Newfane	5	14	1	Yes	50						
Niagara Falls	7	2	Yes	50			15	1			
Niagara-Wheat.	7	Not established		No	50		100				
North Tonawanda	7	2	1	Yes	50						
Starpoint	7	2	3	No	100*	*For 5 months					
					20*	*For 10 months					
Wilson	7	1	1	Yes	50						
Allegany BOCES	7	2	1	Yes	50						
Erie #1 BOCES	7		1*	Yes	50	*35 administrators					
Niagara-Orleans BOCES	7			No	50						

TABLE 10: HEALTH, LIFE AND OTHER INSURANCE

(Administrative)

DISTRICT	Health Insurance				Other Insurance	Life Insurance		
	Health Plan	Dollars Per Person	District	Contributes Annually		Type	Yes/No	Amount of Coverage, REMARKS
Riders	Single	Family						
<b>ALLEGANY COUNTY</b>								
Andover		\$175.92		\$502.80				
Angelica	50-51	167.52			Incl. Major Med.		No	
Belfast	50-51				Major Medical		No	
Bolivar	50-51	Full		Half*	*Up to 9th year; \$502.80/yr.-10th		No	
Fillmore	50-51XBR	100%		100%			No	
Richburg	50-51							
Rushford	50-51XBR			100%				
Wellsville	50-51	175.92		502.80	District-100%		Yes	\$25,000
<b>CATTARAUGUS COUNTY</b>								
Allegany	50-51XBR	175.92		502.80			No	
Ellicottville	50-51XBR	199.32		560.16	Incl. drug rider		No	
Pioneer		185.88		475.80	BC/BS Health Plan	Major Medical	No	
Portville	50-51XBR			475.80			No	
Randolph	BC/BS St.	185.88		475.80	Major Medical		No	
Salamanca	BC/BS St.	185.88		475.80	Metro. Major Med.		No	
West Valley	BC/BS St.	185.88		475.80			No	
<b>CHAUTAUQUA COUNTY</b>								
Bemus Point		94.92		241.40			No	
		69.00		123.08	Major Medical		No	
Brocton	BC/BS	185.88		404.32	Major Medical		No	
Cassadaga Valley	BC/BS	142.32		109.72	Prud. Major Med.			
Chautauqua	BC/BS7500	87.48		178.64	Major Medical			
Clymer		184.68		595.80	Statewide coverage			
Dunkirk		186.00		330.00	Statewide plan		No	
Falconer	BC/BS	100.80		309.72	Maj. Med. pays 80% after first \$100			
Forestville	7500	77.80		300.00	Major Medical		No	
Fredonia		109.92		431.16	Incl. Life Insur.		Yes	
Frewsburg	BC/BS	73.80		195.96	Major Medical		Yes	2,000 Incl. in Major Medical
70.32								
Jamestown	Diag.	100%		75%	Major Medical, BC/BS		Yes	5,000
Mayville	BC/BS	80.00		180.00	Major Medical			
Panama	BC/BS	150.00		425.00	Major Medical			
Pine Valley	Prud.	175.68		536.16	Cost incl. dental. Workmen's Compensation	No		
Sherman					and Maj. Medical 100% paid by dist.			
Silver Creek		167.00		427.00	Incl. Maj. Medical		No	
Southwestern	BC/BS	125.88		334.08	Major Medical		Yes	5,000 Tenured
Westfield	7500	75.28		247.28	Mess. Mutual-46.32			
<b>FREE COUNTY</b>								
Akron	50-51XBR	350.00		350.00			No	
Aliden	50-51	163.92		354.42	75% BC/BS-family		Yes	5,000
Amherst #18	50-51	122.94		354.42			Yes	5,000
		19.20		47.28	Major Medical			
Amherst Central	50-51	122.94		354.42	John Hancock Maj. Med.		Yes	5,000
		19.20		47.28	Major Medical			
Buffalo	XBR	175.92		502.80	District-100%		Yes	12,000* *Maximum; varies with age
Cheektowaga	50-51	163.92		236.50	Major Medical		No	
		26.52		45.00				
Clarence	50-51XBR			475.00			No	
Cleveland Hill	50-51XBR*	183.96		488.16	*\$1.00 co-pay drugs		Yes	
East Aurora	50-51XBR	90%		90%			No	
Eden		102.84		243.72			No	

TABLE 10: HEALTH, LIFE AND OTHER INSURANCE (continued)

(Administrative)

DISTRICT	Health Insurance				Other Insurance	Life Insurance			
	Health Plan	Dollars Per Person	District Contributes	Annually		Type	Yes/No	Amount of Coverage	REMARKS
Riders	Single	Family	REMARKS						
Frontier	50-51XBR	100%	100%				No		
Gowanda	50-51XBR	\$175.92	\$502.80				No		
Grand Island		105.00	285.00				No		
Griffith Inst.	50-51XBR*	198.48	551.04	*Also \$1.00 co-pay drug rider			No		
Hamburg	50-51	163.92	472.56	Maj. Med.-\$22.08			No		
Hopeval	50-51	60.00	120.00						
Iroquois	50-51	130.00	357.00						
Kenmore	50-51XBR	150.00	400.00				No		
Lake Shore	50-51XBR*	152.02	426.36	80% plus drug rider			Yes		
Lancaster	50-51	139.66	402.63	District-100%			Yes		
Maryvale	50-51	179.52	510.24	Incl. Maj. Medical			Yes	\$ 3,000	
North Collins		185.88	475.80	Statewide plan			No		
Orchard Park	50-51XBR	163.92	464.53	Also paid drug plan			No		
Sloan	50-51XBR	PDP	520.80				Yes	8,000	Employee
								8,000	AD & D
								2,000	Spouse
								1,000	Each child
Sweet Home	50-51XBR				Disability		Yes	5,000	
Tonawanda	50-51XBR	175.92	502.80		Multi-Peril		No		
West Seneca	50-51	140.00	350.00	Major Medical			No		
NIAGARA COUNTY									
Barker		186.88	475.80	Incl. Maj. Medical			No		
Lewiston-Porter	50-51	158.76	440.80	Incl. Maj. Medical;			No		
				District-80%					
Lockport		198.48	551.04				No		
Newfane	50-51*	186.00	520.00	*Also \$1.00 co-pay drug rider					
Niagara Falls	50-51XBR	161.40	475.00	Major Medical			Yes		
Niagara-Wheat.	50-51XBR	204.72	573.48	*Also \$1.00 co-pay drug rider			No		
North Tonawanda	50-51	163.92	472.56	Phoenix Mutual			No		
		14.40	33.72	Major Medical					
Royalton-Hart.	50-51	202.20	565.44	Incl. Maj. Medical					
Starpoint	50-51XBR	199.08	555.84	Incl. \$1.00 co-pay drug rider					
Wilson	50-51XBR*	162.50	453.32	Board will pay increase			No		
ORLEANS COUNTY									
Medina	50-51XBR	100.00	100.00	\$1.00 co-pay drug rider			No		
Allegany BOCES	50-51	175.92	445.00				No		
Cattaraugus BOCES		100%	100%	Statewide Plan					
Chautauqua BOCES	BC/BS	84.32	271.08				No		
		28.08	69.24	Major Medical					
Erie #1 BOCES	50-51XBR	185.29	513.33	\$1.00 co-pay drug rider			No		
	BC/BS								
Erie #2 BOCES	50-51	175.00	502.00						
Orleans-Niagara BOCES	50-51	188.00	525.00						
	3,7,8,9								

SECTION D

FRINGE BENEFITS FOR INSTRUCTIONAL PERSONNEL

	Page
Table 11: Sick, Personal and Condolence Leave . . . . .	68
Table 12: Sabbatical Leave and Recognition of Graduate Hours . . . . .	70
Table 13: Health, Life and Other Insurance . . . . .	72

TABLE 11: SICK, PERSONAL, AND CONDOLENCE LEAVE

(Instructional)

DISTRICT	Personal				Condolence				REMARKS	
	Sick Leave Days Per Year	Total Days Accum.	(Emergency)Leave Days Per Year	Total Days Accum.	Personal Leave Deducted from Sick Leave? Yes No	Leave Days Per Year	Days Per Year	Cond. Leave Deducted from Sick Leave? Yes No		
<b>ALLEGANY COUNTY</b>										
Andover	10	150	3			X	5		X	
Angelica	12	150	2	0	X		No limit		X	
Belfast	12	150	3	0		X	3		X	
Bolivar	12	160	2			X			X	
Fillmore	12	180	2	0		X	5		X	*Added to sick leave
Richburg	10	150	5	0		X	6		X	
Rushford	11	160	3	160		X	5		X	
Wellsville	12	180	3		X		4		X	
<b>CATTARAUGUS COUNTY</b>										
Allegany	10	160	2	*		X	3		X	*Added to sick leave
Ellicottville	10	150	2	0		X	5		X	
Pioneer	10	150	2	*		X				*Added to sick leave
Portville	10	150	2	2		X				
Randolph	12	175	4	4*		X	5*		X	*Added to sick leave
Salamanca	10	180	5	0		X	2			
West Valley	12	150	2	*		X	3(immed. family) 1(other)			*Added to sick leave
<b>CHAUTAUQUA COUNTY</b>										
Bemus Point	12	150	2	*		X			X	*Added to sick leave
Brocton	10	150	3	*		X				*Added to sick leave
Cassadaga Valley	10	180	2	*		X	3		X	*Added to sick leave
Chautauqua	12	160	2			X	5			
Clymer	10	150	3	0		X	0			
Dunkirk	10	170	2			X	3			
Falconer	10-12	175	2			X				10 days-10 mos.; 11 days-11 mos.; 12 days-12 mos.
Forestville	12	150	2		X		3(immed. family) 1(other)	X		
Fredonia	10	150	No policy			X	No policy		X	
Frewsburg	15	150	5	0	X		*		X	**Incl. in personal
JamesTown	10	150	2	*		X	5		X	*Added to sick leave
Mayville	10	155	2			X	3		X	
Panama	10	170	2	0		X	3		X	
Pine Valley	10	150	2	*		X	3		X	*Added to sick leave
Sherman	12	150	2			X	3			2 Pers. Days may be used
Silver Creek	11	180	2	0		X	10 (total)		X	
Southwestern	10	180	2	*		X	10 (family) 2 (other)		X	*Added to sick leave
Westfield	10	150	3				3			
<b>ERIE COUNTY</b>										
Akron	15	180	3	0		X	5		X	
Alden	10	150	3	0		X	4		X	
Amherst #18	10	150	3	5		X				
Amherst Central	10	180	3	5		X				
Buffalo	10	200	5	5		X	5		X	
Cheektowaga	10	185	2	0		X	3		X	
Clarence	15	200	2-3	*	X		5		X	*Added to sick leave
Cleveland Hill	12	165	3	*	X		5(consec.)		X	*Added to sick leave
East Aurora	15	180	3	*	X				X	
Eden	12	180	3	*		X	4		X	*Added to sick leave
Frontier	10-22	200	3	*		X	5		X	
Gowanda	12	190	3	3		X	3		X	
Grand Island	15	180	3	0		X	3		X	

TABLE 11: SICK, PERSONAL, AND CONDOLENCE LEAVE (continued)

(Instructional)

DISTRICT	Personal				Condolence				Cond. Leave				REMARKS
	Sick Leave Days Per Year	Leave Total Days Per Year	(Emergency)Leave Days Per Year	Personal Leave Deducted from Sick Leave? Yes No	Leave Days Per Year	Leave Days Per Year	Condolence Leave Deducted from Sick Leave? Yes No	Cond. Leave Deducted from Sick Leave? Yes No					
Griffith Inst.	11	191	3				X	5(immed. family) 1(other)				X	
Hamburg	15	185	2				X	7				X	
Hopewale	10	Unlimited	2	0			X					X	
Iroquois	10	150	3	*			X						*Added to sick leave. +20 unearned days- 1st yr.; +10-2nd for prolonged illness, pay 5 da./yr.-3rd yr.
Kenmore	10	220	1	0			X	4				X	
Lake Shore	10	200	2	0			X	5				X	
Lancaster	12	200	2	0			X	5(immed. family) 3(other)				X	
Maryvale	11	200	2	*			X	3				X	*2 days added to sick, 2 days added to emerg.
North Collins	10	200	2	*			X	1				X	*Added to sick leave
Sloan	11	200	3	0			X	4(immed. family) 3(family)				X	
Sweet Home	15	180	2	*			X	5				X	*Added to sick leave
Tonawanda	15	180	5	5			X	5				X	Unused added beyond 180
West Seneca	12	180	3				X	5				X	
NIAGARA COUNTY													
Barker	15	190	2	2			X	6				X	
Lewiston-Porter	10	30	3	3			X	0				X	
	Unlimited												
Lockport	15	150	3				X						
Newfane	15	185	2	0			X	5				X	
Niagara Falls	20	220	2	*			X	5				X	*Added to sick leave
Niagara-Wheat.	17	180	5				X	5				X	
North Tonawanda	15	185	5	0			X	Unlimited 5				X	
Royalton-Hart.	10	150					X					X	Personal & cond. leave granted if needed
Starpoint	10	150	2	*			X	5				X	*Added to sick leave
Wilson	13	180	3	*			X	3				X	*Added to sick leave
ORLEANS COUNTY													
Medina	10	150*	1	0			X	Discretion				X	*Unlim. after tenure
Allegany BOCES	12	180	3	*			X	5				X	*Added to sick leave
Cattaraugus BOCES	12	150	2	*			X	3-5				X	*Added to sick leave
Chautauqua BOCES	10	180	2				X	5				X	
Erie #1 BOCES	13	200	3	*			X	4				X	*Added to sick leave
Erie #2 BOCES	10	200	2	*			X	3				X	*Added to sick leave
Orleans-Niag.BOCES	17	180	2				X	5				X	

TABLE 12: SABBATICAL LEAVE AND RECOGNITION OF GRADUATE HOURS

(Instructional)

DISTRICT	Sabbatical Leave					RECOG. of GRAD. HOURS				
	Yrs. Serv. to be Eligible	Staff %	Allowed /Yr. No.	Hosp. Cont.	Percent Annual Salary Paid		Rate	Blocks of Hrs.	Dates of Adjustment	REMARKS
<b>ALLEGANY COUNTY</b>										
Andover	7	1	Yes	50		\$ 15	1		Upon completion	
Angelica						12	1		Sept. & Feb.	
Belfast						15	1		Immediately	
Bolivar						120	6		As earned	Up to BA+30
Fillmore	7	2	Yes	50		15			September	
Richburg						200	10		Sept. & Jan.	
Rushford	7	1	No	50		90	6		Sept. & Feb.	
Wellsville	7	4	No	50		15	1		Oct. & Feb.	Up to 90
<b>CATTARAUGUS COUNTY</b>										
Allegany	7	2.35	Yes	50		100	6		1st & 2nd Sem.	
Ellicottville	7	1	Yes	50		17	1		Wed. before 1st payday	
Pioneer	7	2	1/Sem.	50		17	1		Sept. & June	
Portville	7	2.3	Yes	50		120	6		Sept. & Feb.	
Randolph	7	2	No	50		110	6		Sept. & Jan.	
Salamanca	7	1	Yes*	50	*Individual pays	100	6		Upon completion	
West Valley	7	1	Yes	50		96	6		100% prior to 9/1; 50% after	
<b>CHAUTAUQUA COUNTY</b>										
Bemus Point	7	2	Yes	50		102	6		Time of proof, Fall	Pro-rated
Brocton	7	2	Yes	50		50	3		Oct. 1	Total-60
Cassadaga Valley	7	2	Yes*	50	*Individual pays	15				
Clymer	7	1	Yes	50		100	6		Sept. & Feb.	Must have MA for 60+ credit
Dunkirk										
Falconer	7	2	2	50		39	3		Sept. & Feb.	
Forestville	7	1	Yes	50		100	6		Sept. 30	Pro-rated
Fredonia	7	2	Yes	50						
Frewsburg	7	2	Yes	50*	*Full year	39	3		Sept. & Feb.	
Jamestown	7	1	Yes	50*	*Half year	100	9		Semester	
				75	*Travel					
					*Study					
Mayville						17			Upon completion	
Panama	7	2	Yes	50		300	15		Sept. & Feb.	
Pine Valley	7	2	Yes	50		50	3		Sept. 1	
Sherman	7	2	Yes	50		200	15		End-semester	
Silver Creek	7	1	Yes	50		150	6		Sept. & Feb.	
Southwestern	7	3	Yes	75		200	3		Sept.-Dec.	75% of base per 3 hrs. up to 30 hrs.
Westfield	7	2	Yes	50		50			November	
<b>ERIE COUNTY</b>										
Akron	7	2	Yes	50		120	6		Dec. & May	
Alden	7	1	No	67		100	6		Oct. & Nov.	
Amherst #18	7	1	Yes	50		17.70	1		T.S. x .002	
Amherst Central	7	2	Yes	50		17.70	1		Oct. Feb.	
Buffalo	7	1	Yes	50		260	10		BA to BA+60	
Cheektowaga	7	2	Yes	67		120	6		Nov. & March	
Clarence	7	1	Yes	50		100	6		Sept. & Feb.	Up to BA+30, then BA+60
Cleveland Hill	7	3	Yes	50		222	10		Sept. & Feb.	
East Aurora	7	3	Yes	50		108	6		Oct. & Feb.	
Eden	7	3	Yes	50*	*Full Year	23	3		Sept. Feb.	Full yr. credit
				75*	*Half year					Half yr. credit

TABLE 12: SABBATICAL LEAVE AND RECOGNITION OF GRADUATE HOURS (continued)

(Instructional)

DISTRICT	Sabbatical Leave					RECOG. RATE	Blocks of Hrs.	Dates of Adjustment	REMARKS
	Yrs. Serv. to be Eligible	Staff %	Allowed /Yr. No.	Hosp. Cont.	Percent Annual Salary Paid				
Frontier	7	2	Yes	50		\$141	6	Oct. & Feb.	
Gowanda	7	2	Yes	50		22	6	September	
Grand Island	5/7	2	Yes	50		15	1	Oct. & Feb.	
Griffith Institute	5	2	Yes	50		60	3	Sept. & Feb.	
Hamburg	7	2	No	50		120	6	Sept., Oct., Feb., March, June	
Hopevale						96	6	As earned	
Iroquois	7	3		50		110	6	Sept. 1	
Kenmore									Incl. in T.S.
Lake Shore	7	1	Yes	50		166	6	As earned	
Lancaster		2	Yes	67*	*Full year	19	1	November	Paid forever Feb. 15-MA
				100*	*Half year				
Maryvale	7	5	Yes	50		20	1	Sept. & Feb.	Pro-rated
North Collins	7	1		50		140	6	Oct. & March	
Orchard Park	7		No	50		14-39	5/10	Sept. & Feb.	
Sloan	7	1.5	2	Yes	75*	20	1	Sept. & Feb.	
					100*				
					*Full year				
					*Half year				
Sweet Home					No plan	17	1	Sept. & Feb.	
Tonawanda	6	1.5	4	Yes	50	20	1	Sept. & Nov.	
West Seneca	7		Yes	50		114		Oct. & March	
NIAGARA COUNTY									
Barker	5	4	3	Yes	25				
Lewiston-Porter	7	1	2	Yes	50	115	5	Semester	
Lockport	5	1			50	238.50	10	Sept. 1	
Newfane	7	1.4	2	Yes	50	22	5	Upon completion	
Niagara Falls	7		5	Yes	50				
Niagara-Wheatfield	7	Not esjab.	8	No	50	100		Nov. 1	
North Tonawanda	7	2	Yes	50		16-27	1	Anytime	Max. BA+FU for those hired after 7/1/73
Royalton-Hartland	7	1		Yes	50	22.28	1	Twice/year	
Starpoint	7	2	1	No	50				
Wilson	7	1	1	Yes	50	100	5	Sept. 15	
ORLEAN COUNTY									
Medina	7		1	Yes	50	22.50	1	Nov. & Feb.	
Allegany BOCES	7	2	1	Yes	50	60	3	Nov. 1	
Cattaraugus BOCES						120	6	Sept. & Jan.	
Chautauqua BOCES	5	2		Yes	50	Return for 3 yrs.	6	Oct. & March	
Erie #1 BOCES	7	1	3	Yes	50	108	6	Sept. 30	\$150-fifth block
Erie #2 BOCES	5	1	1		50		6	Sept. & Jan.	
Orleans-Niag. BOCES	7		2	No	50	15.20	1	Sept. & Feb.	

TABLE 13: HEALTH, LIFE AND OTHER INSURANCE

(Instructional)

DISTRICT	Health Insurance				Life Insurance		Other Insurance	
	Health Plan Riders	Dollars Per Person District Contributes Annually	Single	Family	REMARKS	Type	Yes/No	Amount of Coverage
<b>ALLEGANY COUNTY</b>								
Andover		\$175.92		\$502.80				
Angelica	50-51	167.52			Incl. Major Medical		No	
Belfast	50-51				Major Medical			
Bolivar	50-51	100%		50%	Max. \$251.40/yr.-S		No	
					Max. \$502.80/yr.-F			
Fillmore	50-51XBR	100%		100%			No	
Richburg	50-51							
Rushford	50-51XBR						No	
Wellsville	50-51	175.92		502.80			No	
<b>CATTARAUGUS COUNTY</b>								
Allegany	50-51XBR	175.92		502.80			No	
Ellicottville	50-51XBR	199.32		560.16	Incl. drug rider			
Pioneer	BC/BS	185.88		475.80	Incl. Major Medical		No	
Portville	50-51XBR	185.88		475.80				
Randolph	BC/BS St.	185.88		475.80	Also Major Medical		No	
Salamanca	BC/BS St.	185.88		475.80	Incl. Major Medical		No	
West Valley	BC/BS St.	185.88		475.80			No	
<b>CHAUTAUQUA COUNTY</b>								
Bemus Point		94.92		241.40			No	
		69.00		127.08	Major Medical			
Brocton	BC/BS	185.88		403.82	Major Medical		No	
Cassadaga Valley	BC/BS	142.32		189.72	Also Prud. Maj. Med.			
Chautauqua	7500	87.48		278.64	Also Major Medical			
Clymer		184.68		595.80	Statewide coverage			
Dunkirk		186.00		330.00	Statewide plan		No	
Falconer	BC/BS	100.80		309.72	Incl. Major Medical: pays 80% after first \$100 paid by patient			
Forestville	7500	97.80		300.00	Incl. Major Medical		No	
Fredonia		109.92		431.16	Incl. Life Ins.		Yes	
Frewsburg	BC/BS	73.80		195.96			Yes	\$ 2,000
				70.32	Major Medical			Incl. in Maj. Medical
Jamestown	BC/BS Diag.	100%		75%	Incl. Major Medical		Yes	5,000
Mayville	BC/BS	80.00		180.00	Incl. Major Medical			
Panama		150.00		425.00	Incl. Major Medical			
Pine Valley	Dental	175.68		536.16	Incl. Major Medical		No	Work. Comp.
Sherman					100% paid by district			
Silver Creek		167.00		427.00	Incl. Major Medical		No	
Southwestern	BC/BS	125.88		334.08	Incl. Major Medical		Yes	5,000
Westfield	7500	75.28		247.28				Tenured teachers
				46.32	Mass Mutual			
<b>ERIE COUNTY</b>								
Akron	50-51XBR	350.00		350.00			No	
Alden	50-51	163.92		354.42	100% of single			
Amherst #18	50-51	122.94		354.42			Yes	5,000
		19.20		47.28	Major Medical			
Amherst Central	50-51	122.94		354.42			Yes	5,000
		19.20		47.28	Major Medical			
Buffalo	XBR	175.92		502.80	100%-District		Yes	12,000(max.) Varies with age
Cheektowaga	50-51	163.92		236.50				
		26.52		45.00	Major Medical			
Clarence	50-51XBR	149.53		427.38			No	
Cleveland Hill	50-51XBR*	183.96		488.16	*Incl. \$1.00 co- pay drug rider	NEA P.a.		

TABLE 13: HEALTH, LIFE AND OTHER INSURANCE (continued)

DISTRICT	Health Insurance				Other Insurance	Life Insurance				
	Health Plan	Dollars Per Person	District Contributes	Annually		REMARKS	Other	Yes/No	Amount of Coverage	REMARKS
East Aurora	50-51XBR	90%	90%					No		
Eden			\$102.84	\$243.72				No		
Frontier	50-51XBR	100%	100%					No		
Gowanda	50-51XBR	175.92	502.80					No		
Grand Island		105.00	285.00					No		
Griffith Inst.	50-51XBR*	198.48	561.04	*Incl. \$1.00 co-pay drug rider				No		
Hamburg	50-51	163.92	472.56					No		
			22.08	Major Medical						
Hopevale	50-51									
Iroquois	50-51	130.00	357.00							
Kenmore	50-51XBR	150.00	400.00					Yes	\$ 8,000	
Lake Shore	50-51XBR	146.26	405.37	76% of premium				Yes		
		10.00	25.00	\$1.00 co-pay drug rider						
Lancaster	50-51	139.66	402.63	100%-District				No		
Maryvale	50-51	135.00	382.00	Incl. Major Medical				Yes	3,000	
North Collins	BC/BS	185.88	475.80	Statewide plan				No		
Orchard Park	50-51XBR*	103.92	464.56					No		
		18.00	40.50	\$1.00 co-pay drug rider						
Sloan	50-51XBR*	186.48	520.80	*Also PDP				Yes	8,000	Employee
									8,000	AD and D
									2,000	Spouse
									1,000	Each child
Sweet Home	50-51XBR	135.36	289.44	Plus drug rider	Disability			Yes	5,000	
Tonawanda	50-51XBR	175.92	502.80	Covers rate incr.	Liability			No		
West Seneca	50-51	140.00	350.00	Major Medical				No		
NIAGARA COUNTY										
Barker		185.88	475.80	Incl. Major Medical				No		
Lewiston-Porter	50-51	80%	80%	Incl. Major Medical						
Lockport		198.48	551.04					No		
Newfane	50-51*	186.00	520.00	*Incl. \$1.00 co-pay						
				drug rider						
Niagara Falls	50-51XBR	161.40	475.00	Incl. Major Medical				Yes		
Niagara-Wheat.	50-51XBR*	204.72	573.48	*Incl. drug rider				No		
North Tonawanda	50-51	163.92	472.56	Phoenix Mutual						
		14.40	33.72	Major Medical				No		
Royalton-Hart.	50-51	207.00	565.44	Incl. Prud. Maj. Med.						
Starpoint	50-51XBR	199.08	555.84	Incl. \$1.00 co-pay						
				drug rider						
Wilson	50-51XBR*	162.50	453.32	*Incl. drug rider;				No		
				Share 50-50 any incr.						
ORLEANS COUNTY										
Medina	50-51XBR*	100.00	100.00	*Incl. \$1.00 co-pay				No		
				drug rider						
Allegany BOCES	50-51	175.92	445.00					No		
Cattaraugus BOCES		100%	100%	State Health Plan						
Chautauqua BOCES	BC/BS	84.32	271.08					No		
		28.08	69.24							
Erie #1 BOCES	50-51*	185.29	513.33	*Incl. \$1.00 co-pay				No		
	XBR			drug rider						
Erie #2 BOCES	50-51	175.00	502.00							
Orleans-Niag.BOCES	50-51*	193.00	525.00	*R 3, 7, 8, 9						

## ADDENDA

TABLE 1: DATA ON STUDENTS, ADMINISTRATIVE AND INSTRUCTIONAL PERSONNEL

DISTRICT	STUDENTS			TEACHING PERSONNEL (A-270)			Administrative and Supervisory Personnel (A-110,120,130,140,150,160,211,212)			Pupil Personnel Services (A-291,292,293,294)		
	K (1/2 day)	1-6 (1/2 day)	7-12 (1/2 day)	K-6	7-12	TOTAL K-12	F.T.	P.T.	F.T.	P.T.		
Belmont	36	283	304	13	20	33	1	2	1	2		
Cattaraugus				29	28	57	3					1

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY	ACTUAL MAXIMUM SALARY	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
		To Be Paid	To Be Paid			

## (A-110) ADMINISTRATIVE INTERN

Belmont	\$ 1,600	Yes	Teacher
---------	----------	-----	---------

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL

## (A-211) ELEMENTARY SCHOOL PRINCIPAL

Cattaraugus	1	18,000		
Belmont		2,300	Yes	Teacher Vice Principal

## (A-212) OTHER SUPERVISORS

Cattaraugus		1,400		Bldg. Principal
-------------	--	-------	--	-----------------

## (A-291) GUIDANCE COUNSELOR

Belmont	1	15,229		~30 summer days incl.
Cattaraugus	1	17,977	Yes	

## (A-294) PHYSICIAN

Belmont		1,900		
Cattaraugus				Per exam

## (A-294) NURSE - TEACHER

Belmont	1	11,015	
Cattaraugus	1	12,600	

## (A-294) DENTAL HYGIENIST

Cattaraugus			BOCES
-------------	--	--	-------

## (A-220) CLASSROOM TEACHERS

DISTRICT	Maximum Steps	Less Than Bachelor's		Bachelor's Degree		Bachelor's + 30 hrs.		Bachelor's + 60 hrs.		Master's Degree	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Belmont	14	\$ 7,000	\$ 12,110	\$ 7,600	\$ 13,200	\$ 7,990	\$ 13,590	\$ 8,380	\$ 13,980	\$ 8,240	\$ 13,840
		Master's + 30 hrs.		Master's + 60 hrs.		Doctorate Degree		Other		Longevity Incr.	
DISTRICT		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Year Earned	Amount
Belmont		\$ 8,630	\$ 14,230								

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
(A-320) ADULT EDUCATION TEACHER					
Cattaraugus	\$ 7.50				3 hrs. required-Driver Safety Course
(A-320) SUBSTITUTE TEACHER					
Belmont			\$ 38.00		Certified
			35.00		Non-certified
Cattaraugus	2.50		- 35.00		Alde-no degree Certified in field Certified not in field
			- 30.00		

TABLE 5: ANALYSIS OF TEACHERS' SALARIES BY STEPS

DISTRICT	Steps 1-3		Steps 4-7		Steps 8-11		Steps 12-14		Steps 15 and Up		Total - No.	Mean Salary
	No.	%	No.	%	No.	%	No.	%	No.	%		
Belmont	10	30	6	18	5	15	2	7	10	30	33	\$ 10,829
Cattaraugus	16	31	6	12	11	22	6	12	12	23	51	9,950

TABLE 7: ANALYSIS OF FEDERALLY FUNDED POSITIONS

DISTRICT	Title of Position	Number Employed	Federal Act of Title Funding Position	ACTUAL SALARY 1973-1974	Other Position Held in District		REMARKS
					1	2	
Belmont	Reading Teacher	1	ESEA, Title I	\$ 8,542			
Cattaraugus	E1. Corr. Reading Tchr. Soc. Corr. Math Teacher	1	ESEA, Title I ESEA, Title I	8,130 7,092			4 days/week; 1 day subs

TABLE 8: SICK, PERSONAL AND CONDOLENCE LEAVE

(Administrative)

DISTRICT	Personal			Condolence			REMARKS
	Sick Leave Days Per Year	(Emergency)Leave Days Per Year	Personal Leave Days Per Year	Deducted from Sick Leave?	Leave Days Per Year	Deducted from Sick Leave?	
Belmont	13	180	3	X			X
Cattaraugus	12	160	2				

TABLE 10: HEALTH, LIFE AND OTHER INSURANCE

(Administrative)

DISTRICT	Health Insurance			Other Insurance		Life Insurance		
	Health Plan Riders	Dollars Per Person District Contributes Annually	Single Family	REMARKS	Type	Yes/No	Amount of Coverage	REMARKS
Cattaraugus	Statewide	\$185.88	\$475.80	Incl. Maj. Med.		No		

TABLE 11: SICK, PERSONAL AND CONDOLENCE LEAVE

(Instructional)

DISTRICT	Personal			Condolence			REMARKS
	Sick Leave Days Per Year	(Emergency)Leave Days Per Year	Personal Leave Days Per Year	Deducted from Sick Leave?	Leave Days Per Year	Deducted from Sick Leave?	
Belmont	13	180	3	X			X
Cattaraugus	12	160	2	X	4 death 3 sickness		X Added to sick leave

TABLE 12: SABBATICAL LEAVE AND RECOGNITION OF GRADUATE HOURS

(Instructional)

DISTRICT	Sabbatical Leave				Recognition of Grad. Hours				REMARKS
	Yrs. Serv. to be Eligible	Staff % & No.	Allowed /Yr. Hosp. Cont.	Percent Annual Salary Paid	REMARKS	Rate	Blocks of Hrs.	Dates of Adjustment	
Belmont	7	61	50			\$ 13	1	Upon receipt of transcripts	

TABLE 13: HEALTH, LIFE AND OTHER INSURANCE

(Instructional)

DISTRICT	Health Insurance				Life Insurance		Other Insurance		
	Health Plan Riders	Dollars Per Person District Contributes Annually	Single	Family	REMARKS	Type	Yes/No	Amount of Coverage	REMARKS
Belmont	50-51XBR	\$175.92		\$251.40					
Cattaraugus	Statewide	185.88		475.80	Incl. Maj. Med.				

ADDENDA

TO

SALARIES AND FRINGE BENEFITS  
FOR PROFESSIONAL PERSONNEL

1973 - 1974

84

THE WESTERN NEW YORK REGIONAL OFFICE FOR EDUCATIONAL PLANNING  
Board of Cooperative Educational Services  
First Supervisory District, Erie County  
455 Cayuga Road - Cheektowaga, New York 14225

THE WESTERN NEW YORK REGIONAL OFFICE FOR EDUCATIONAL PLANNING  
 Board of Cooperative Educational Services  
 First Supervisory District, Erie County  
 455 Cayuga Road - Cheektowaga, New York 14225

The districts appearing in this addenda are located in the following counties:

<u>CATTARAUGUS COUNTY</u>	<u>CHAUTAUQUA COUNTY</u>	<u>ERIE COUNTY</u>	<u>ORLEANS COUNTY</u>
Franklinville	Ripley	Williamsville	Tyndorville
Olean			

TABLE OF CONTENTS

Page

Table 1: Data on Students, Administrative and Instructional Personnel

(A-110) Administrative Assistant	1
(A-120) Assistant (Deputy) Superintendent (Principal) for Instruction	1
(A-120) Director of Pupil Personnel Services	1
(A-130) Assistant Superintendent (Principal) for Business (Certified)	2
(A-130) Business Manager (Civil Service)	2
(A-150) Director of Personnel	2

Table 2: Salaries of Central Administration Personnel

(A-211) Senior High School Principal	2
(A-211) Junior-Senior High School Principal	2
(A-211) Junior High School Principal	2
(A-211) Middle School Principal	2
(A-211) Elementary School Principal	3
(A-211) Assistant Senior High School Principal	3
(A-211) Assistant Middle School Principal	3
(A-212) Supervisor of Music	3
(A-212) Supervisor of Physical Education	3
(A-212) Other Supervisors	4
(A-211) Department Head - Physical Education	4
(A-291) Director of Guidance	4

Table 3: Salaries of Instructional Personnel, Regular Day School

(A-211) Senior High School Principal	2
(A-211) Junior-Senior High School Principal	2
(A-211) Junior High School Principal	2
(A-211) Middle School Principal	2
(A-211) Elementary School Principal	3
(A-211) Assistant Senior High School Principal	3
(A-211) Assistant Middle School Principal	3
(A-212) Supervisor of Music	3
(A-212) Supervisor of Physical Education	3
(A-212) Other Supervisors	4
(A-211) Department Head - Physical Education	4
(A-291) Director of Guidance	4

Table 3: Salaries of Instructional Personnel, Regular Day School (Cont.)

(A-291) Guidance Counselor	4
(A-292) Psychologist	5
(A-293) Attendance Supervisor (Officer)	5
(A-294) Physician	5
(A-294) Nurse - Teacher	5
(A-294) Nurse	5
(A-220) Classroom Teachers	6

Table 4: Salaries of Instructional Personnel, Special School

(A-311) Director of Adult Education	7
(A-311) Director (Principal) Summer School	7
(A-320) Adult Education Teachers	7
(A-320) Summer School Teachers	7
(A-320) Substitute Teachers	8

Table 5: Analysis of Teachers' Salaries by Steps

Table 6: Analysis of Federally Funded Positions

Table 7: Sick, Personal and Condolence Leave (Administrative)

Table 8: Sabbatical Leave and Recognition of Graduate Hours (Administrative)

Table 9: Sabbatical Leave and Recognition of Graduate Hours (Administrative)

Table 10: Health, Life and Other Insurance (Administrative)

Table 11: Sick, Personal and Condolence Leave (Instructional)

Table 12: Sabbatical Leave and Recognition of Graduate Hours (Instructional)

Table 13: Health, Life and Other Insurance (Instructional)

TABLE 1: DATA ON STUDENTS, ADMINISTRATIVE AND INSTRUCTIONAL PERSONNEL

DISTRICT	STUDENTS			TEACHING PERSONNEL (A-220)			ADMINISTRATIVE and SUPERVISORY PERSONNEL (A-220)		
	K (1/2 day)	K (full day)	K (1-6 day)	K - 12	TOTAL (1/2 day)	K	K - 12	TOTAL (1/2 day)	Pupil Personnel Services
Franklinville	78	500	462	1,040	30	30	60	3*	
Lyndonville	61	576	487	1,124	28	31	59	4	
Olean	50	100	1,750	1,878	3,778	2	101	113	216 12
Ripley	39	343	343	725	18	21	39	2	2
Williamsville	758	5,275	5,728	11,761	355	203	558	40*	29~

\*Includes Chief School Officer

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL

DISTRICT	Number Employed	ACTUAL SALARY	MINIMUM	ACTUAL SALARY	MAXIMUM	Tied to Teacher's Salary	Other Positions Held in Teacher's Salary	REMARKS
		To Be Paid	To Be Paid	To Be Paid	To Be Paid			
(A-110) ADMINISTRATIVE ASSISTANT								
Williamsville	8		\$14,400		\$23,072		No	
(A-120) ASSISTANT (DEPUTY) SUPERINTENDENT (PRINCIPAL) FOR INSTRUCTION								
Williamsville	1				\$31,729		No	
(A-120) DIRECTOR OF PUPIL PERSONNEL SERVICES								
Williamsville	1				\$29,183		No	

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued)

DISTRICT	Number Employed	ACTUAL SALARY To Be Paid	MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Held in District	Other Positions	REMARKS
Williamsville	1			\$28,500			No	
Olean	1			\$15,000			No	Dist. Clerk

## (A-130) ASSISTANT SUPERINTENDENT (PRINCIPAL) FOR BUSINESS (CERTIFIED)

Williamsville	1	\$28,500	No
(A-130) BUSINESS MANAGER (CIVIL-SERVICE)			
Olean	1	\$15,000	No
(A-150) DIRECTOR OF PERSONNEL			
Williamsville	1	\$28,962	No

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL

(A-211) SENIOR HIGH SCHOOL PRINCIPAL			
Olean	1	\$21,420	
Ripley	1	\$16,302	Yes
Williamsville	2	\$28,100	\$28,518
(A-211) JUNIOR-SENIOR HIGH SCHOOL PRINCIPAL			
Franklinville	1	\$17,500	No
Lyndonville	1	\$18,500	No
Olean	1	\$18,150	

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL SALARY To Be Paid	MINIMUM SALARY To Be Paid	ACTUAL SALARY To Be Paid	MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teacher's Salary	Held in District	Other Positions	REMARKS
(A-211) MIDDLE SCHOOL PRINCIPAL										
Williamsville	3	\$26,765			\$29,403					No
(A-211) ELEMENTARY SCHOOL PRINCIPAL										
Franklinville	1				\$17,800					No
Lyndonville	1				\$19,500					No
Olean	5				\$16,015					No
Ripley	1				\$14,585					Yes
Williamsville	7				\$21,300					No
(A-211) ASSISTANT SENIOR HIGH SCHOOL PRINCIPAL										
Williamsville	3				\$19,320					No
(A-211) ASSISTANT MIDDLE SCHOOL PRINCIPAL										
Williamsville	3				\$20,603					No
(A-212) SUPERVISOR OF MUSIC										
Olean	1									\$13,532 Yes
Olean	1									\$14,944 Yes
(A-212) SUPERVISOR OF PHYSICAL EDUCATION										

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY	ACTUAL MAXIMUM SALARY	Teacher's Salary To Be Paid	To Be Paid	Tied to Other Positions	Held in District	REMARKS
(A-212) OTHER SUPERVISORS								
Lyndonville	1				\$16,027	Yes	Teacher	Science Coord. -11 mo.
Olean	1				\$14,610	Yes		
Williamsville	9				\$15,011	Yes		
					\$22,687	Yes		
(A-211) DEPARTMENT HEAD - PHYSICAL EDUCATION								
Lyndonville					\$ 500			4 teaching loads/day.
Franklinville	1				\$13,325	No		4 teachers in dept.
Lyndonville	1				\$17,279	Yes		Grade Level: K-12
Olean	1				\$18,678	Yes		
Williamsville	1				\$29,183	No		
(A-291) GUIDANCE COUNSELOR								
Lyndonville	1				\$10,970	Yes		10 months
Olean	5				\$12,112		\$18,427	
Ripley	1						\$15,150	
Williamsville	21				\$ 9,430		\$19,483	Yes

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL SALARY To Be Paid	MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM To Be Paid	Tied to Teacher's Salary	Held in District	Other Positions	REMARKS
(A-292) PSYCHOLOGIST								
Franklinville	.5						BOCES	
Lyndonville							Contracted as needed	
Olean	2			\$12,961			Yes	
Williamsville	2			\$16,358			Yes	
					(A-293) ATTENDANCE SUPERVISOR (OFFICER)			
Olean	1						Yes	
(A-294) PHYSICIAN								
Franklinville					\$ 3,800	No		
Lyndonville					\$ 2,650	No	Contracted as needed	
Olean					\$10,150	No		
(A-294) NURSE - TEACHER								
Franklinville	1				\$13,000	Yes		
Lyndonville	1				\$12,680	Yes		
Olean	3				\$12,956	- Yes		
Williamsville	5				\$ 8,430	\$15,297	Yes	
(A-294) NURSE								
Ripley	1							\$11,910

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Steps	Less Than		Bachelor's		Bachelor's + 30 hrs.		Bachelor's + 60 hrs.		Bachelor's	
		Maximum	Minimum	Bachelor's	Degree	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum
(A-220) CLASSROOM TEACHERS											
Franklinville		No Schedule									
Lyndonville		\$8,030	\$13,430	\$8,630	\$14,030	\$9,230	\$14,630	\$8,730	\$14,130		
Olean	14	\$7,800	\$11,965	\$8,000	\$12,575	\$8,600	\$13,585	\$9,200	\$14,595	+ 350	+ 350
Ripley	14				\$7,800	\$12,210	\$8,400	\$13,160	\$8,900	\$13,610	\$8,500
Williamsville	14					\$8,430	\$13,211	\$9,019	\$15,297	\$9,609	\$15,993

DISTRICT		Master's		Doctorate		Other		Longevity		Incr.	
		Steps	+ 30 hrs.	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Year	Earned
No Schedule											
Franklinville											
Lyndonville		\$ 9,330		\$14,730							
Ripley		\$ 9,000		\$13,710							
Williamsville		\$10,284		\$17,461	\$10,874	\$18,063					

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL

DISTRICT	Number Employed	ACTUAL SALARY	MINIMUM SALARY	ACTUAL SALARY	MAXIMUM SALARY	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
		To Be Paid	To Be Paid	To Be Paid	To Be Paid			
Olean				\$ 1,250			No	Ind. Arts
Williamsville	1			\$29,033			No	

(A-311) DIRECTOR OF ADULT EDUCATION

DISTRICT	Number Employed	SALARY Per Hour	SALARY Per Day	SALARY Per Week	REMARKS
Olean		\$7.50			
Williamsville		\$5.50			

(A-311) DIRECTOR (PRINCIPAL) SUMMER SCHOOL

DISTRICT	Number Employed	SALARY Per Hour	SALARY Per Day	SALARY Per Week	REMARKS
Olean					
Williamsville		\$3,037	\$ 3,100	No	

(A-320) ADULT EDUCATION TEACHERS

DISTRICT	Number Employed	SALARY Per Hour	SALARY Per Day	SALARY Per Week	REMARKS
Olean					
Williamsville					

(A-320) SUMMER SCHOOL TEACHERS

DISTRICT	Number Employed	SALARY Per Hour	SALARY Per Day	SALARY Per Week	REMARKS
Olean					
Williamsville					

1 of annual salary based upon 33-day summer school program (BA to MA + 42 - 13th step)

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
(A-320). SUBSTITUTE TEACHERS					
Franklinville			\$38.50		Uncertified (used only if necessary)
Lyndonville			\$27.00		Certified
			\$30.00		
Olean			\$35.50		Uncertified (out of state)
Ripley			\$26.00		Certified (N.Y.S.)
			\$30.00		
Williamsville			\$30.00		

TABLE 5: ANALYSIS OF TEACHERS' SALARIES BY STEPS

DISTRICT	Steps 1-3 No.	Steps 4-7 No.	Steps 8-11 No.	Steps 12-14 No.	Steps 15 No.	Mean Salary						
						%	%	Total No.				
Franklinville	17	28.8	15	25.4	7	11.9	5	8.5	15	25.4	59	\$10,030
Lyndonville	42	19.4	46	21.3	39	18.0	31	14.4	58	26.9	216	\$11,058
Olean	18	31.0	11	28.0	4	10.0	8	21.0	4	10.0	39	\$11,641
Ripley	71	12.7	166	29.8	107	19.2	119	21.3	95	17.0	558	\$10,042
Williamsville												\$13,860

TABLE 7: ANALYSIS OF FEDERALLY FUNDED POSITIONS

DISTRICT	Title of Position	Number Employed	Federal Act of Funding	Actual Salary	Other Positions Held in 1973-1974		REMARKS
					Title	Employed	
Lyndonville	Fed. Program Director	4		Title I & Migrant	\$ 6,000	Teacher	
Olean	E1. Librarian	1	ESEA, Title I	\$ 9,985			
	Remedial Reading	2	ESEA, Title I	\$10,755-			
Sch. Psychologist				\$15,185			
	Audio-Visual	1	ESEA, Title I	\$13,748			
Ripley				ESEA, Title I	\$ 8,950		
	Teacher Aide	2	ESEA, Title I	\$2.10/hr.			

TABLE 8: SICK, PERSONAL AND CONDOLENCE LEAVE

DISTRICT	Personal			Condolence			Administrative		
	Sick Leave Days	(Emergency) Leave Days	Personal Leave Total	Deducted from Days	Days	Days	Deducted from	Days	Days
	Per Year	Per Year	Accum.	Days	Sick Leave?	Per Year	Sick Leave?	Per Year	Per Year
Franklinville	12	150	2		X	5		X	
Lyndonville	15	180	3		X	5		X	
Olean	12	170	3	3	X	3	X		
Ripley	10	164	2		X		X		
Williamsville	18	150	8		X			X	*coverage under Personal Leave

TABLE 9: SABBATICAL LEAVE AND RECOGNITION OF GRADUATE HOURS  
Sabbatical Leave Recognition of Graduate Hours  
(Administrative)

DISTRICT	Yrs. Serv. to be Eligible	Allowed /Yr. No.	Hosp. Cont.	Annual Salary Paid	Rate	Blocks of Hrs.	Dates of Adjustment	
							Percent	Sept. & Feb.
Franklinville	7		Yes	50	20	1		
Ripley	10	reasonable % per contract	Yes	50	100	6	Sept. 100% Feb. 50%	X

TABLE 10: HEALTH, LIFE AND OTHER INSURANCE  
Health Insurance  
(Administrative)

DISTRICT	Health Plan Riders	Annual Family	REMARKS	Other Insurance		Life Insurance		Amount of Coverage Yes/No
				Dollars Per Person District Contributions	Type	Type	Type	
Franklinville		185.88	495.80					
Lyndonville	BC 50/51 Prescrip:	186.48	520.30					
Olean		198.48	502.80	1.00 co-pay drug				
Ripley	NYS Statewide	185.88	475.80					
Williamsville	50/51	90%	90%	Maj. Med. \$2.02 - single \$2.78 - family				X

TABLE 11: SICK, PERSONAL AND CONDOLENCE LEAVE (Instructional)

DISTRICT	Sick Leave Days Per Year	Personal (Emergency)Leave Total Days Per Year	Leave Total Days Per Year	Condolence		Cond. Leave Deducted from Sick Leave? Yes	Cond. Leave Deducted from Sick Leave? No	REMARKS
				Days Accum.	Days Accum.			
Franklinville	12	150	2			X	5	X
Lyndonville	15	185	3			X	5	X
Olean	10	170	3			X	3	X
Ripley	10	164	2			X		X
Williamsville	15	165	8			X		X

\*coverage under Personal Leave

TABLE 12: SABBATICAL LEAVE AND RECOGNITION OF GRADUATE HOURS (Instructional)

DISTRICT	Yrs. Serv. to be Eligible	Allowed % /Yr. No.	Annual Leave		Percent Annual	Recorded Graduate Hours	Blocks of Hrs.	Dates of Adjustment
			Hosp. Cont.	Salary Paid				
Franklinville	7			Yes	50	20	1	Sept. & Feb.
Lyndonville						20	1	Sept. & Jan.
Olean	7	2	Yes		50	120	6	Yearly
Ripley	10	reasonable per contract	Yes		50	100	6	Sept. 100% Feb. 50%
Williamsville							6	Sept. & March

TABLE 13: HEALTH, LIFE AND OTHER INSURANCE  
(Instructional)

DISTRICT	Health Plan Riders	Health Insurance Dollars Per Person District Contributes Annually	Other Insurance Single Family REMARKS	Life Insurance		Amount of Coverage Yes/No
				Type	Yes/No	
Franklinville		185.88	495.80			
Lyndonville	BC 50/51	186.48	520.80			
Oliver		198.48 Prescrip.	502.80	effec. 1/1/74		
Ripley	NYS Statewide	185.88	475.80			
Williamsville	50/51	90%	90%	Maj. Med. \$2.02 - single \$2.78 - family		X